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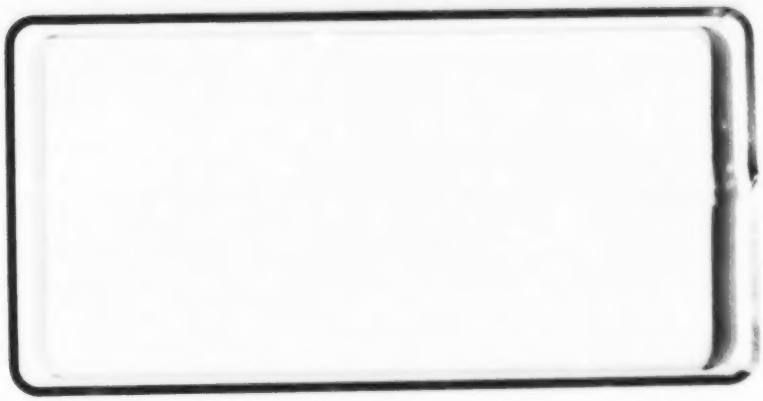

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JOB LOSS AND LABOUR MARKET ADJUSTMENT IN THE CANADIAN ECONOMY

by

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ABSTRACT

This paper assesses the labour market adjustment experiences of Canadian workers who were permanently laid off between 1981 and 1984. Such lay-offs could be due to structural or cyclical causes. Data from a special survey are used to answer a number of questions.

What types of workers were most likely to experience job loss and in which industries or occupations did they work? What happened to these workers when their jobs were abolished? Did they adjust relatively quickly and successfully, finding new jobs in a short time at the same income level? Or did a significant number spend long periods seeking new jobs and undergo large pay cuts? How many turned to retraining or relocation in an attempt to find a new job? Were there major movements among industrial sectors in the process (say from manufacturing to services), and how did workers who made such a transition fare?

Circumstances varied tremendously from one worker to another. Nearly one-quarter of the workers who found new jobs did so within three weeks, while 10% took more than one year. Of those finding new jobs, 55% found jobs paying higher wages, 45% took pay cuts in their new jobs. On the whole, however, these permanently laid off workers fared poory compared to the rest of the labour force. Their unemployment rate in January, 1986 (the time of the survey) was 25%, more than double the national average. Even among workers with considerable experience in the lost job (3 years or more), the unemployment rate was 24%.

Key Words: unemployment, labour adjustment, layoffs, retraining, plant closures, job loss.

JOB LOSS AND LABOUR MARKET ADJUSTMENT IN THE CANADIAN ECONOMY

Findings From a Special Survey

By Garnett Picot and Ted Wannell*

Between 1981 and 1984, many Canadians were confronted with permanent job loss. Indeed, it is likely that not since World War II have so many people been placed in that position. This phenomenon raises many questions.

What types of workers were most likely to experience job loss and in which industries or occupations did they work? What happened to these workers when their jobs were abolished? Did they adjust relatively quickly and successfully, finding new jobs in a short time at the same income level? Or did a significant number spend long periods seeking new jobs and undergo large pay cuts? How many turned to retraining or relocation in an attempt to find a new job? Were there major movements among industrial sectors in the process (say from manufacturing to services), and how did workers who made such a transition fare?

To answer these and other questions about workers permanently laid off in the 1980s, Employment and Immigration Canada sponsored a supplement to Statistics Canada's Labour Force Survey in January 1986. The supplement gathered information on workers who had lost their jobs for such reasons as plant closure, reduction in workload, abolition of a shift, and so on.

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This report focuses on **workers who lost a full-time job between 1981 and 1984 inclusive and were not recalled or rehired by the same employer.**[1] More specifically, the analysis concentrates on the **incidence of job loss** among different groups, and their **labour market adjustment** experiences up to the end of 1985. These experiences are measured in terms of the length of job search, the proportion finding new jobs, the tendency of these workers to retrain or relocate, the wage differential between the lost and new job and movement between industrial sectors.[2]

Other similar studies have restricted the analysis to permanently laid-off workers who had tenure of three years or more in the lost job. These workers are referred to as displaced workers (see Flain and Sehgal, 1985 and Statistics Canada, 1986.) The population was restricted in those studies in order to focus on workers who had a reasonably stable work history, and who were displaced from their jobs due to changing economic conditions. It was decided for the present study to take a more comprehensive look at job loss and labour adjustment resulting from the economic changes in the early 1980s, and hence not to restrict the population. Job tenure is used as a variable where important, however.[3]

The underlying causes of permanent lay-off are numerous. They could stem from long-term structural changes in the economy or from the shorter-term effects of the 1981-82 recession. Structural change might be broadly defined as the reallocation of resources resulting from major **permanent** changes in market conditions, such as alterations in trading patterns, permanent shifts in consumer demand, and changes in technology and in methods of production. Superimposed on such on-going changes were the effects of the recession. Some of these effects were relatively temporary, since many laid-off workers were recalled as business conditions improved; others have become relatively long-lasting.

LFS data can provide some evidence of the recession's long-term employment effects. Employment in the goods-producing sector as a whole fell by 14% during the 1981-82 recession, and by 1985 it had not recovered to its pre-recession level (remaining 6% below the 1981 level). In many industries within this sector, relatively long-term changes in employment levels occurred during and following the recession.[4]

A distinction is often made between cyclical and structural causes of job loss. This distinction, although important to a conceptual understanding of the functioning of the labour market, is in practice very difficult to make. A survey of workers cannot determine whether the underlying cause of job loss was cyclical or structural and, to the workers faced with permanent job loss, these terms have little meaning. If programs are being considered to assist some workers experiencing job loss, it is difficult to consider the underlying cause of job loss as an eligibility factor, since it cannot be identified for individual workers. For this study, the issue in question is the degree of difficulty or success encountered by workers of various backgrounds in their attempts to locate new jobs. Put another way: how flexible was the labour force in the face of the often difficult economic conditions prevailing between 1981 and 1985?

This issue is obviously of concern to the Canadian public -- opinion polls have indicated that unemployment is one of our society's main concerns.

Knowledge of the adjustment experiences of permanently laid-off workers is also important for public policy development. Labour adjustment assistance programs have been implemented in the past, and others will doubtless be developed in the future. Some programs are narrowly focused; for example, the Industrial Labour Adjustment Program was designed to assist workers losing jobs in selected communities and industries, and the Labour Adjustment Benefit Program, to help older workers permanently laid off in selected industries. Other programs are broader in scope: Institutional Training helps unemployed workers acquire new skills, and Unemployment Insurance provides income replacement while workers seek new jobs.

Public policy on adjustment assistance for permanently laid-off workers could be said to stem from essentially three ideas. First, the burden of labour adjustment and its related costs should be more equitably distributed among the population (that is, not borne solely by workers losing jobs), since society in general benefits from restructuring in the economy. Second, labour market efficiency is improved by assisting workers, because labour will adjust more quickly and move to more productive segments of the economy. Third, the provision of support fosters a more positive attitude toward structural change, thereby facilitating such change and promoting efficiency, productivity and wealth in the economy.[5] To determine whether programs to aid workers on permanent lay-off are required, and to develop effective programs, governments need information about the type of workers likely to be displaced and their labour market experiences following job loss.

It is important to note that these adjustment experiences depend to a great extent on the prevailing macro-economic conditions. Workers losing their jobs in the early and mid-1970s, when unemployment was lower, faced a much different situation from their counterparts in the early and mid-1980s, when unemployment was much higher. Thus, while studies of labour adjustment from the 1970s can suggest general patterns, they may not be a reliable guide to the adjustment experiences of workers in the 1980s. The supplementary survey provides some of the first economy-wide data for the recession and post-recession period.

HIGHLIGHTS

- Approximately one million workers[6] lost **full-time** jobs (and were not recalled) during the 1981-84 period. The largest single cause of job loss -- cited in 36% of the cases -- was plant closure or relocation.

- Job loss was concentrated within particular industry sectors, age groups, and so on. Workers with the highest **incidence** of permanent job loss were younger workers (aged 20-34); workers in the provinces hardest hit by the recession (Alberta, British Columbia, Québec and Newfoundland); workers with less than three years of job tenure; and workers in construction, mining and parts of the manufacturing sector.

- The average weekly wages of the jobs lost by women ($243) were far below those of men ($388). This is no doubt partly attributable to the concentration of women in the lower paying parts of the service sector, and to the generally lower wages earned by women.

- Information on the first job held following permanent lay-off shows that 72% of the workers found full-time jobs and 15% found part-time jobs. However, many workers subsequently lost or left these jobs. At the time of the survey (January, 1986), 57% of the permanently laid-off were employed full-time and 6% part-time. Their unemployment rate was 25%, more than double the rate for the labour force as a whole.

- Even workers stably employed prior to the loss of a full-time job (that is, with job tenure of three years or more) had an unemployment rate of 24% in January 1986.

- The time required to find a new job varied enormously. On average, finding a new full-time job took almost half a year (24 weeks). But fully one-quarter of the laid-off workers who found new jobs did so in three weeks or less, whereas 10% took more than a year.

- In the aggregate, the new jobs paid less than the lost jobs. Among workers who both lost and found full-time jobs, the total weekly wages in all the new jobs were 7% lower than in the lost jobs (not accounting for the effect of inflation). This average can be deceiving, however, as there were large variations among groups of workers. Much of the wage loss was among workers who lost higher paying jobs. Persons aged 45 and over and those with only an elementary education were also more likely than others to take pay cuts.

- Some workers turned to retraining and relocation to resolve their unemployment. Seventeen percent of workers losing jobs took some form of training following their job loss; 5% took government-sponsored training. Similarly, 17% of job losers moved to look for work or accept a new job, but only 2% received government assistance to move.

- Workers losing jobs did not limit their job search to the industry or sector of their old job. Only 30% of those who found a new full-time job were working in the same industry. There was a general movement of workers from the goods-producing to the service sector. Approximately 45% of workers who lost jobs in the goods-producing sector found new, full-time jobs in the service sector.

- Many of the higher paying full-time manufacturing jobs lost were replaced by lower paying full-time jobs, particularly in the case of laid-off workers who moved to the service sector. This was also true for workers losing jobs in the primary industries.

- Although older workers (aged 55 and over) were less likely than other age groups to be permanently laid off, they had a more difficult time in the labour market once they lost a job. They experienced longer than average job searches, higher unemployment at the time of the survey and, for those who did locate employment, above average pay cuts. Older workers were also less likely than others to retrain or relocate.

INCIDENCE OF JOB LOSS

Before examining how job losers fared in the labour market, the question of who was most likely to be permanently laid off is addressed.

To assess which groups were most or least likely to be displaced, a measure was devised and is referred to as a "hazard ratio" in this study.[7] If the hazard ratio for any particular group is 1.0, this indicates the **incidence** of job loss for that group is equal to the national average (across all groups). A value **above** 1.0 indicates a particular group was over-represented among job losers and their chance of job loss was above average. A value **below** 1.0 indicates the opposite. The hazard ratios are shown in Tables 1 and 2.

Workers with the highest **likelihood** of permanent job loss included young adults aged 20-34 (hazard ratios of 1.2 to 1.3), workers with one to three years of job tenure (hazard ratios of 1.4 to 2.1), workers in construction, mining and parts of manufacturing (ratios between 1.5 and 2.3), and workers in the provinces hardest hit by the recession. But if people with these characteristics were most likely to experience permanent job loss during the 1981-84 period, who were **least** likely to lose full-time jobs?

The following characteristics apply to this group: workers employed in social science, teaching or health occupations (hazard ratios of 0.2 to 0.3); workers employed in public sector services (public administration, health and welfare, education) or in the finance/insurance/real estate sectors (hazard ratios of 0.2 to 0.5); workers with six years or more job tenure (hazard ratios of 0.4 to 0.6), and workers aged 45 and over (hazard ratio of 0.7).

These observations reflect a recent development in the economy: a long-term employment shift from the goods-producing sector to the services sector, exacerbated by the 1981-82 recession and its aftermath, during which employment declines were most severe in the goods-producing sector (Picot, 1986 and Moloney, 1986).

However, these are general observations, and there are some notable exceptions. For example, the likelihood of permanent job loss in natural sciences and engineering was slightly above average (hazard ratio of 1.1); the same was true for the management and administration occupations (hazard ratio of 1.1). This may be related to companies' attempts to reduce operating costs in management and the professional ranks; another contributing factor may be employment declines in the goods-producing sector (and in professional services supporting this sector) where many engineers, in particular, are employed.

A related observation is that the likelihood of permanent lay-off was not strongly associated with educational attainment. More highly-educated employees (those with post-secondary education) were just as likely to experience job loss as the less educated. Basically, the hazard ratio was similar across all education levels[8] (Table 1).

As a final note, this section has concentrated on **incidence** rates; however, even with a low incidence rate, a group can contain many job losers. For example, 30% of permanently laid-off workers were from Ontario, even though the hazard ratio for this province was relatively low.

Chart - 1

Hazard Ratio(1) by Age Group

Taux de risque(1) selon le groupe d'âge

Graphique - 1

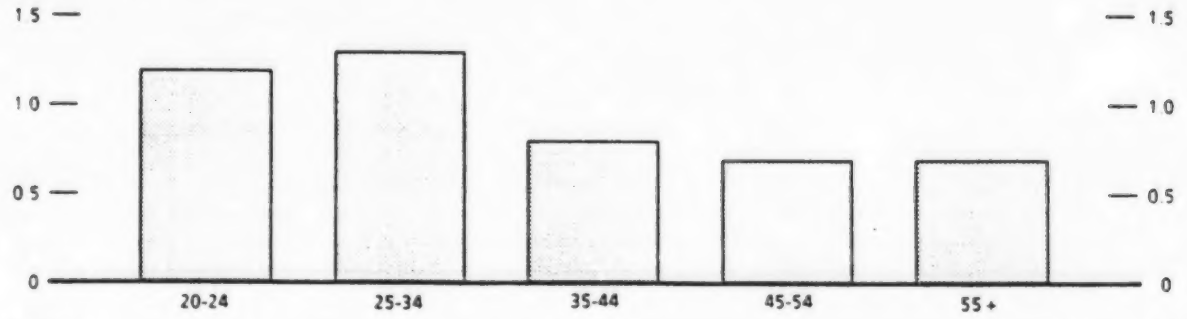


Chart - 2

Hazard Ratio(1) by Years in Lost Job

Taux de risque(1) selon le nombre d'années d'ancienneté dans l'emploi perdu

Graphique - 2

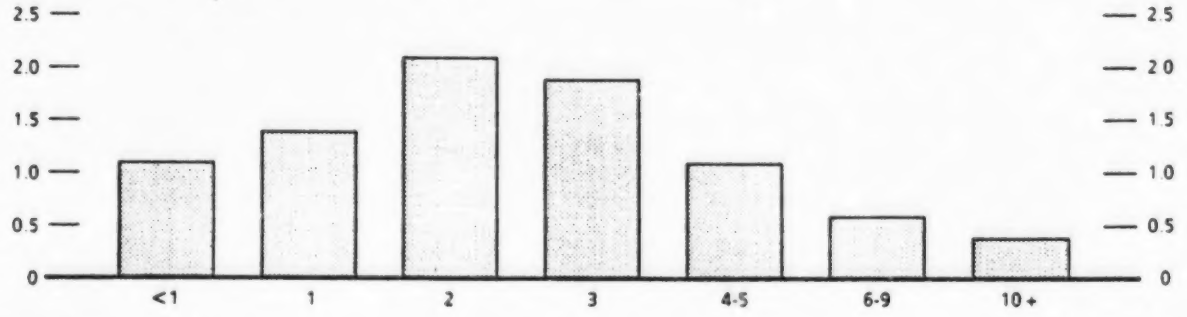
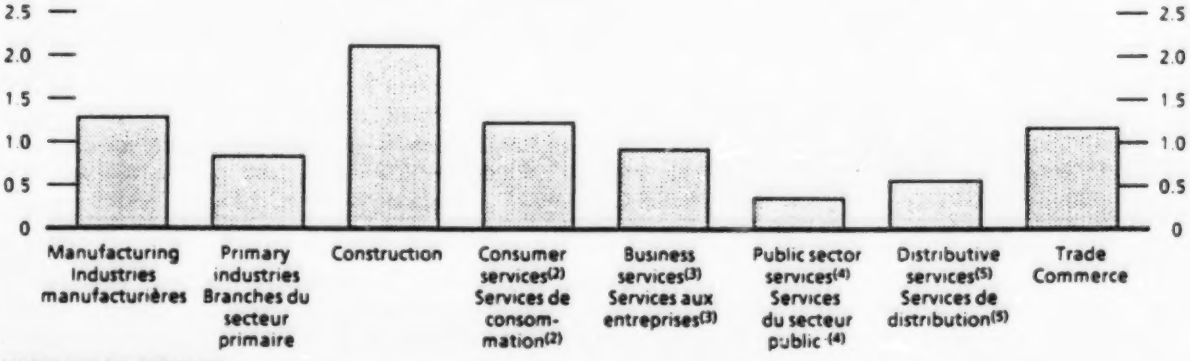


Chart - 3

Hazard Ratio(1) by Industry

Taux de risque(1) selon la branche d'activité

Graphique - 3



(1) See text for definitions.

(1) Se référer au texte pour les définitions.

(2) Accommodation and food, amusement and recreational, personal and miscellaneous services

(2) Services d'hébergement, restauration, divertissement, loisirs, services personnels et divers.

(3) Finance, insurance, real estate and services to business management.

(3) Finances, assurances, affaires immobilières et services aux entreprises.

(4) Public administration, education, health and welfare services.

(4) Administration publique, enseignement et services médicaux et sociaux.

(5) Transportation, communication, and other utilities

(5) Transports, communications et autres services publics

WAGES IN LOST JOB

What types of jobs did workers lose? One indicator is the weekly wage. Jobs lost in the primary sector (more specifically in mining, forestry and fishing), in construction and in the transportation, communication and utilities sector were the highest paying, with average weekly wages between $419 and $468, compared with $338 for all full-time lost jobs (Table 3). On average, lost manufacturing jobs paid about the same as the average across the economy. The lowest paying lost jobs were in consumer services (food and accommodation, amusement and recreation, and personal services) and wholesale and retail trade, averaging $221 and $273, respectively, per week.

RESOLUTION OF DISPLACEMENT

Information on the first job obtained following permanent lay-off indicates that 72% of workers who lost full-time jobs found new full-time jobs, and an additional 15% found new part-time jobs.

But for many, these jobs were not long lasting. At the time of the survey (January, 1986), 63% of the permanently laid-off workers were once again employed -- 57% full-time and 6% part-time -- and 16% had left the labour force (Tables 4 and 5). As a group, their unemployment rate was 25%, more than double that of the labour force as a whole. Unemployment among some groups was especially high: those aged 55 and over (34%); those with only an elementary school education (43%); residents of the Atlantic provinces (32% to 46%); and workers in primary occupations (33%). After losing a job, workers from these groups had the most difficulty securing permanent jobs. Although the unemployment rate was not dramatically different between men and women (26% and 23% respectively), women were much more likely to leave the labour force. More than a quarter (26%) of women losing jobs had left the labour force by January 1986 compared with only 12% of the men.

Among the unemployed, there was a subgroup of 55,000 (6% of job losers) who had not held a job since being laid off and who were still seeking work in January 1986. These persons had been without work for one to four years. Groups markedly over-represented among these long-term unemployed included people aged 45 and over, those with only an elementary school education, residents of Québec, and service workers (food and accommodation, personal services and protective services).

Job losers who fared best in locating employment, as demonstrated by the highest percentages of employed and lowest unemployment rates in January, 1986, were: those aged 20 to 44; those with a post-secondary education; those losing (and probably seeking) jobs in Ontario, Manitoba, Saskatchewan and Alberta; and job losers from finance/insurance/real estate, services to business management, and from managerial/administrative occupations and engineering/science occupations.

THE LENGTH OF JOB SEARCH

No single generalization can describe the job search experience of the permanently laid-off workers.[9] One-quarter of those who found new jobs (or 17% of all job losers) did so in fewer than four weeks. However, 10% took more than a year to find a new job. At 24 weeks, the average job search was substantial (Table 6).[10] Certain characteristics appeared to be associated with longer job searches:

Chart - 4

Unemployment Rate in January 1986 of Workers Permanently Laid Off in 1981-84, by Age

Graphique - 4

Taux de chômage, en janvier 1986, des travailleurs licenciés de 1981 à 1984, selon l'âge

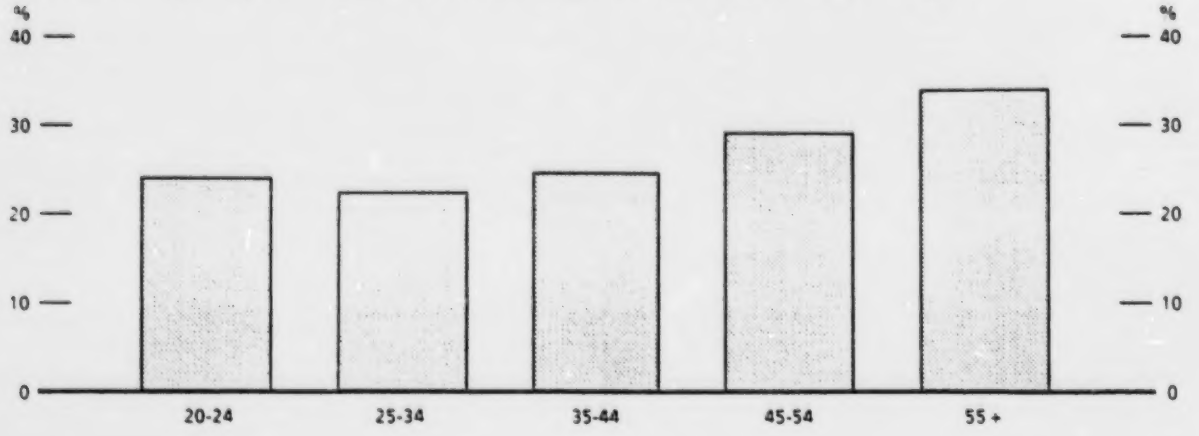


Chart - 5

Unemployment Rate in January 1986 of Workers Permanently Laid Off in 1981-84, by Education

Graphique - 5

Taux de chômage, en janvier 1986, des travailleurs licenciés de 1981 à 1984, selon le niveau d'instruction

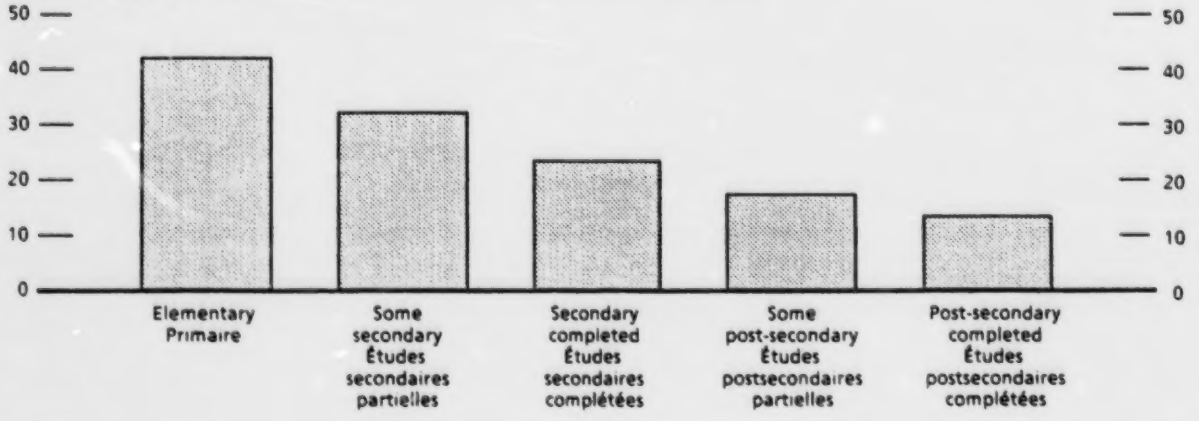
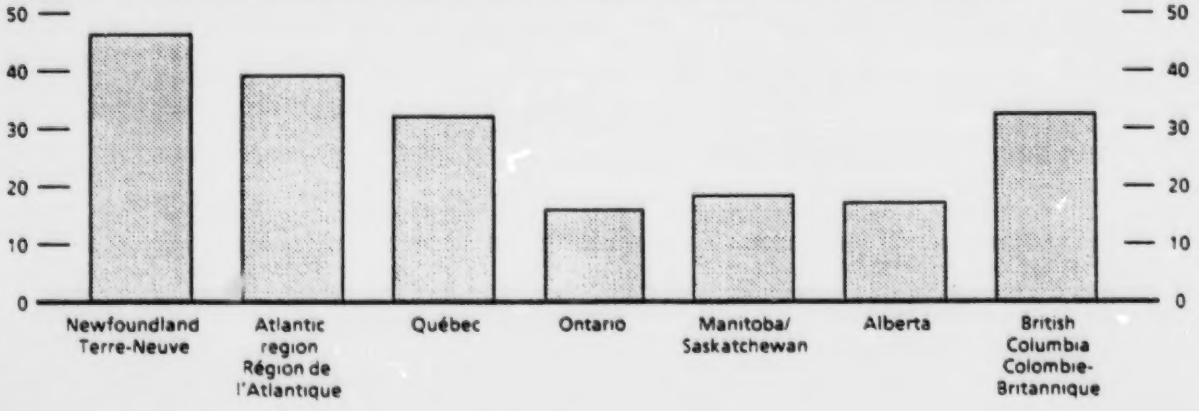


Chart - 6

Unemployment Rate in January 1986 of Workers Permanently Laid Off in 1981-84, by Region

Graphique - 6

Taux de chômage, en janvier 1986, des travailleurs licenciés de 1981 à 1984, selon les régions



- The length of job search increased with age. The average duration rose from 19 weeks for persons aged 20-24 to 33 weeks for workers aged 55 and over. Thus, although young adults were the most likely to lose their jobs, they also tended to find new jobs more quickly than older workers.

- Highly educated people tended to spend less time looking for a job than did the less educated. The average duration varied from 31 weeks for those with an elementary school education, to 20 weeks for those with a post-secondary education.

- Regional economic conditions appeared to be correlated with the length of job search. Provinces where laid-off workers had the longest average job search -- the Atlantic region, Québec and British Columbia -- also had the highest unemployment rates during the 1981-84 period (from 12% to 17%). Conversely, Manitoba, Saskatchewan and Ontario had the lowest unemployment rates (from less than 7% to 10%) and job losers in these regions had the shortest average job search.

Comparing the characteristics of groups with a high incidence of job loss to those who fared well in locating a new job reveals an important point. A high probability of job loss does not necessarily mean the greatest difficulty in locating a new job. Although workers in managerial/administrative occupations, and in engineering/natural science occupations experienced a likelihood of job loss which was slightly above average, by January 1986 their unemployment rates were among the lowest of all job losers. In relation to this, workers with a post-secondary education were as likely to be laid off as others but they had less difficulty securing new employment (shorter average job search and a lower unemployment rate). As will be seen, this group was also more likely to have a wage increase from the old job to the new job.

Conversely, the incidence of job loss was relatively low among older workers, but once they lost their jobs, these people had a longer average job search, and high unemployment rates.[11]

LABOUR MARKET ADJUSTMENT PROGRAMS

A study of labour market adjustment programs for permanently laid-off workers would almost always include relocation and retraining programs (e.g., Saunders, 1984 and OECD, 1986). The unemployment insurance program, which provides income replacement while workers seek new jobs, could also be considered an adjustment assistance program. Little is known about the proportion of laid-off workers who actually relocate to seek employment or retraining, nor of the proportion who receive public assistance to do so. How large a role do relocation and retraining currently play in labour market adjustment? Does such activity usually involve government assistance? These questions are addressed in this section.

Moving To Find New Work

A minority of permanently laid-off workers (17%) moved to look for or accept a new job (Table 7). Of those who did move, only 8% received government assistance to do so. Men were more likely to move than women (19% versus 11%) and younger people were more likely to move than older workers (20% of those aged 20-34 moved, compared with 9% of workers aged 55 and over).

Chart - 7

Percentage of Workers Retraining* and Moving to Look for Work Following Job Loss, by Age

Graphique - 7

Pourcentage de travailleurs qui ont dû se recycler* ou déménager pour se trouver du travail suite à une perte d'emploi, selon l'âge

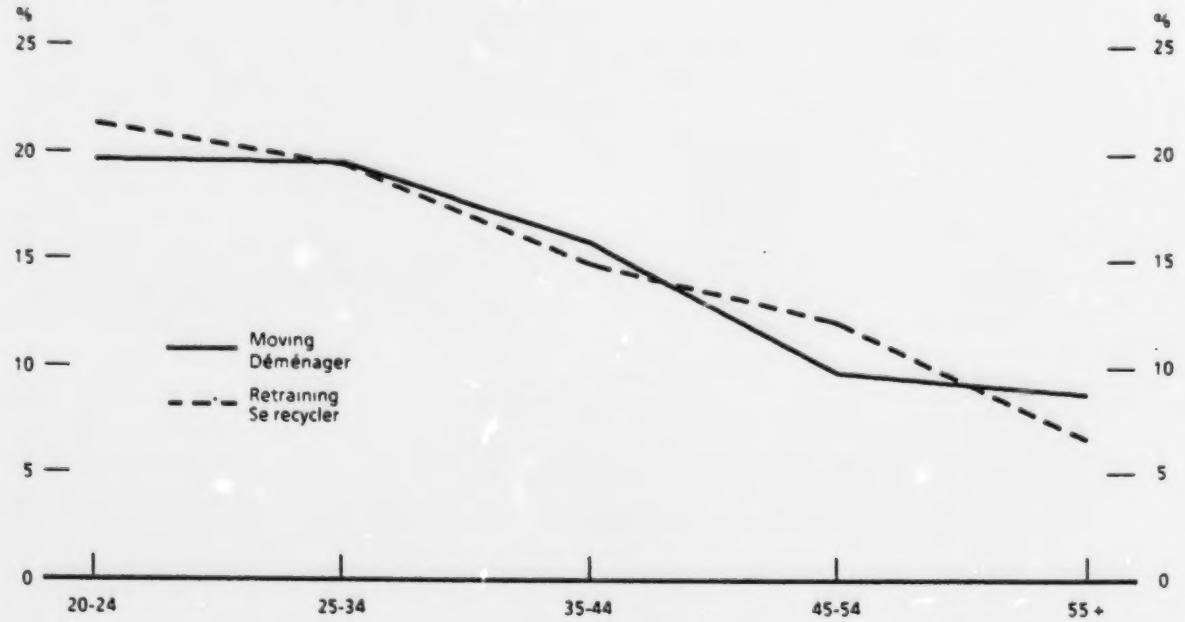
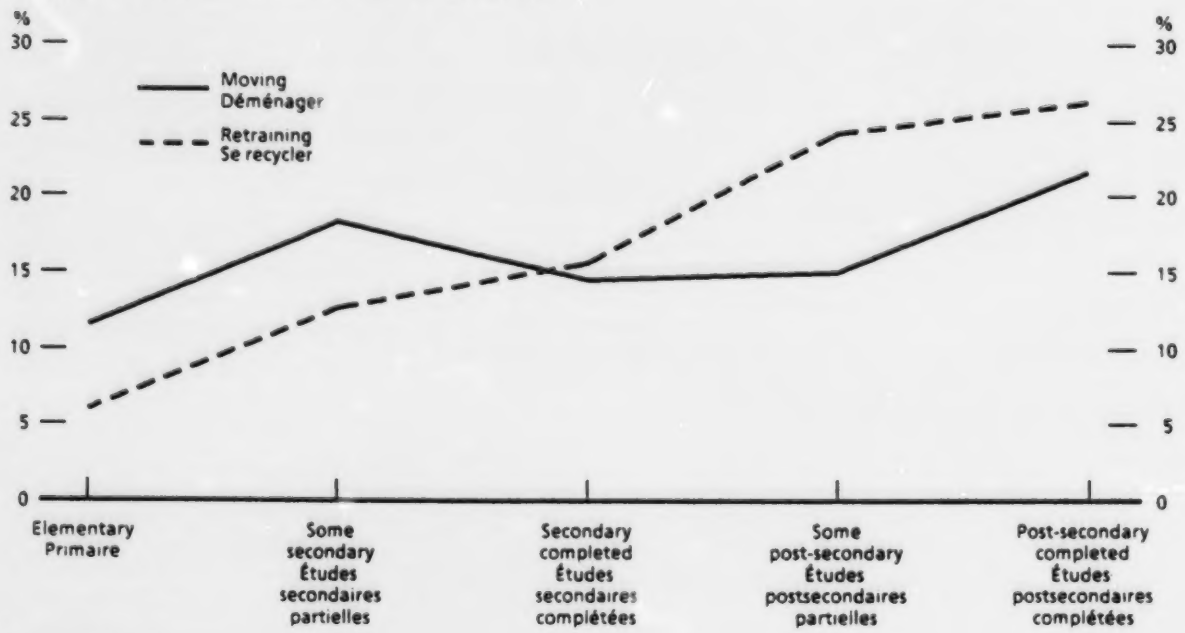


Chart - 8

Percentage of Workers Retraining* and Moving to Look for Work Following Job Loss, by Education

Graphique - 8

Pourcentage de travailleurs qui ont dû se recycler *ou déménager pour se trouver du travail,suite à une perte d'emploi, selon le niveau d'instruction



* Full or part-time training.

* Recyclage à temps partiel ou à plein temps.

It might be supposed that workers feel more need to move as their jobless spell lengthens. It would not be surprising if workers who found a job after only, say, one month did not move to search for work. For this reason, the incidence of relocation was examined only for workers unemployed for six months or longer. However, mobility was no greater among the longer-term unemployed; still only 17% moved to find work. The tendency to move does not seem to be dependent on the length of job search.

Workers may be reluctant to move for many reasons, including: a strong desire to remain near family members; the difficulty and expense of selling a home in a depressed area; strong community attachment; or the job loss for other family members a move would entail. Whatever the reasons, it is evident that moving was not used as a means of resolving unemployment problems for the vast majority of job losers in this study.

Retraining

Retraining is another means of adjustment for persons losing their jobs. The rationale for retraining programs is that workers laid off from jobs for which there is no longer a demand can improve their chances of employment by retraining in an occupation for which there is a demand, or by upgrading their skills in their current occupation.

Training is one of the federal government's major thrusts in assisting the unemployed. Of the $1.8 billion spent on active labour market programs (Canadian Jobs Strategy and related programs) in 1985-86, institutional training was one of the areas receiving the largest share ($700 million or 39%).[12] But to what extent do persons losing jobs use training?

The data indicate that 17% of the permanently laid-off workers took some form of training following their job loss (Table 7); 10% took full-time training and 7%, part-time. When asked if the training was financed in whole or in part by a government program, 28% indicated that it was. Hence, approximately 5% of all laid-off workers took government-financed training.

But again, as with relocation, motivation to retrain may increase with the length of the job search. As well, some workers -- particularly older ones -- may leave the labour force and therefore have no reason to train. Thus, training rates were calculated only for workers who were job-seekers for six months or more and who ultimately found a job (or were still seeking employment in January 1986). Nearly a quarter (23%) of this population of long-term job seekers took some form of job training, with 7% taking government-sponsored training.

Participation in training varied substantially among job losers. Table 7 indicates that those with particularly high training participation rates included younger workers, those with higher levels of education, and those in highly qualified occupations (generally requiring a post-secondary education).

Very low training rates were observed among workers aged 55 and over (7%), and among those with only an elementary education (6%).

These findings concur with another recent study on training of the unemployed (Picot, 1986). They also point out that, given current participation patterns, training cannot be considered a major means of adjustment for all permanently laid-off workers or for the long-term unemployed. Unfortunately, many characteristics associated with low levels of training are also associated with a higher degree of difficulty in locating new jobs once unemployed. For example, training rates are particularly low among older workers and the less educated, and these are the very workers who, once losing their job, have the most difficulty adjusting (as indicated by duration of job search and unemployment rate in 1986).

There are, of course, many reasons for these low rates. Most formal retraining occurs in schools and colleges, and many older and less educated workers have had little exposure to these institutions. Family backgrounds, the norms of the social groups in which they were raised, negative experiences with education or training programs in the past, and the fact that many have worked in industries and occupations with no history of training are all possible reasons for the low training rates among these two groups. Older workers may also feel that retraining is not a rational choice, since they have relatively few years of work left to accrue the benefits.

Unemployment Insurance

Unemployment Insurance (UI) is, of course, the most widely-used public program among the unemployed. Overall, 78% of all persons losing their jobs received UI benefits. This number should be less than 100%, since some job losers are not eligible for UI benefits. Using an approximation of the population of permanently laid-off workers who are eligible for unemployment insurance, an estimated 90% received unemployment insurance.

This "take-up" rate was consistently higher among provinces in the east than in the west. Rates in Québec and the Atlantic provinces ranged between 92% and 95%, compared with 83% to 87% in the three Prairie provinces (Table 8). Also, take-up rates were lower among people who had been job-seekers for 13 weeks or less (84%) than among those who had been unemployed for a longer period.

Thus, although it is not certain that everyone included in this population was eligible to collect UI, it seems probable that some persons did not collect even though they were eligible. The tendency not to collect was highest among workers aged 55 and over, among workers in the Prairie provinces, and among those who required the least time to find a new job.

SALARY CHANGES BETWEEN THE LOST AND NEW JOBS

Most economists agree that in the long run the economy stands to gain (in terms of increased output) from changes in the industrial or occupational structure brought about by changes in trade, technology, consumer demand, and so on. It has thus been argued that workers losing their jobs in this process of change, and who thereby bear substantial financial loss, should be assisted to some extent (Saunders, 1984). But what is the extent of financial loss suffered by these workers in the adjustment process?

Permanent job loss may inflict various kinds of financial loss: loss of earnings during job-seeking (minus unemployment insurance); loss incurred in selling a house or moving; and potentially, a lower salary in the new job. Some studies have attempted to assess the total loss or gain for workers displaced from selected industries (e.g., Jenkins and Montmarquette, 1979). This survey provides some evidence about one aspect of this potential loss or gain: the salary differential between the lost and new jobs.

Only the salaries of full-time jobs (both lost and new) were considered.[13] These salaries are in "current" dollars; no effort was made to account for the effects of inflation over the period. If the time between the lost and new job was short, this would be insignificant. If it was longer, say over a year (as was the case for 10% of job losers), the real purchasing power of the new salary compared with the lost salary would be overestimated.

On the whole, the new jobs paid somewhat less than the lost jobs. Among workers who lost and found full-time jobs, total weekly earnings in all new jobs were 7% lower than in all the lost jobs (Table 9).

Generally, a slight majority (55%) earned more in the new job than in the lost job (Table 10). But these summary figures mask enormous variations in salary changes among laid-off workers. For example, among the 45% who had a salary decline, the **average loss** was 28%, while among the 55% who experienced a gain, the **average gain** was 21%. And, as noted for the incidence of job loss and the length of job search, the tendency to lose or gain in the salary differential was associated with certain variables and characteristics.

Table 10 presents the average percentage change in weekly wages between the lost and new jobs for various groups, and thereby indicates who experienced the largest salary losses and gains. However, such data can be misleading if the variables are interpreted as necessarily influencing the wage differential. For example, the older workers experienced larger losses than the younger workers. But older workers were more likely than younger workers to have lower levels of education, which is also associated with larger wage losses. Thus, if the effect of education (and other variables) is accounted for (i.e., controlled for), would older workers still take higher pay cuts than younger workers?

Multiple linear regression analysis was used to address this question.[14] This technique allows the influence of many variables on wage gains or losses to be considered simultaneously, not one at a time as in Table 10. Two separate regression equations, one for men and one for women, were estimated (Table 11). The following is a summary of the most salient results:

- **The weekly wage in the lost job is an important variable.** It is hypothesized that higher wages may be achieved through the development of firm-specific or industry-specific training and experience (human capital) within internal labour markets (i.e., within the company). When a job is lost and a high-wage worker is forced to seek employment in external labour markets, perhaps in different industries or occupations as was often the case in the early 1980s, pay cuts may result.

- Table 10 indicates that the higher the wage in the lost job, the larger the wage loss (or the smaller the wage gain) between the lost and new job. Workers losing high-salary jobs (more than $450/ week) averaged a 17% **loss** in pay; those losing the lowest-paying jobs (under $250/week) averaged an 18% **gain** in pay. The multivariate analysis substantiated this finding, as "wage in the lost job" was the most statistically significant variable.[15]

- **Weeks looking for work** is also important, as it indicates the difficulty of securing new employment. Table 10 shows that workers finding jobs in fewer than 13 weeks averaged a 2% pay increase; those searching for work for over a year lost 9% on average. This was again substantiated by the multivariate analysis; the variable was statistically significant in the regression models for both men and women.[16]

- **Education** has long been seen as important in determining wage levels because it reflects a large proportion of the human capital brought to the labour market. In this case, the effect of education is less obvious, since it is the **change** in wages between the lost and the new job that is considered, not the **level** of wages. Table 10 indicates that persons with a completed post-secondary education gained an average of 2% in wages between jobs, while those with an elementary education lost an average of 5%. The regression results show the same general pattern, but the education variable is borderline in statistical significance. Once the effect of other variables is controlled for, there is no clear-cut statistically significant effect of education on the change in salary.

- Table 10 shows that, **on average**, workers losing jobs in the service sector gained in salary, while those permanently laid off in the goods-producing sector and in transportation took pay cuts. But when the effect of wages in the lost job (generally higher in primary industries, construction and transportation), the length of job search, and other variables were considered simultaneously in the regression equations with industry, there were no significant differences between industries in wage changes. Most of the effect was due to the other variables in the equation, not to industry. Since all industry variables were statistically insignificant, they were dropped from the results shown in Table 11.

- Similarly, losses in wages were higher among **older workers** (on average, a 12% loss for people aged 55 and over) than among younger workers (a 5% gain for people aged 20-24). But again, once the effects of other variables were accounted for, there was no significant difference among age groups in wage losses or gains.

In summary, total earned income in the new jobs was 7% lower than in the lost jobs, but slightly more people gained than lost wages. However, since the gains tended to be among low-paid workers and losses among the higher-paid workers, the variations were enormous. In general, the most significant variables in predicting the size of the gain (or loss) were the wage level in the lost job, the length of the job search, whether the worker had a post-secondary education, and, for men, whether the new job was in the same occupation as the old (see "same occupation" variable in Table 11). Once the effect of these (and other) variables was taken into account, age, province of residence and industry of lost job did not generally have a significant effect on the difference between the old and new salary.

Chart - 9

Average Percentage Change in Total Weekly Earnings Between Lost and New Full-time Jobs, by Age
Variation moyenne en pourcentage des gains hebdomadaires totaux entre les emplois perdus et les nouveaux emplois à temps plein, selon l'âge

Graphique - 9

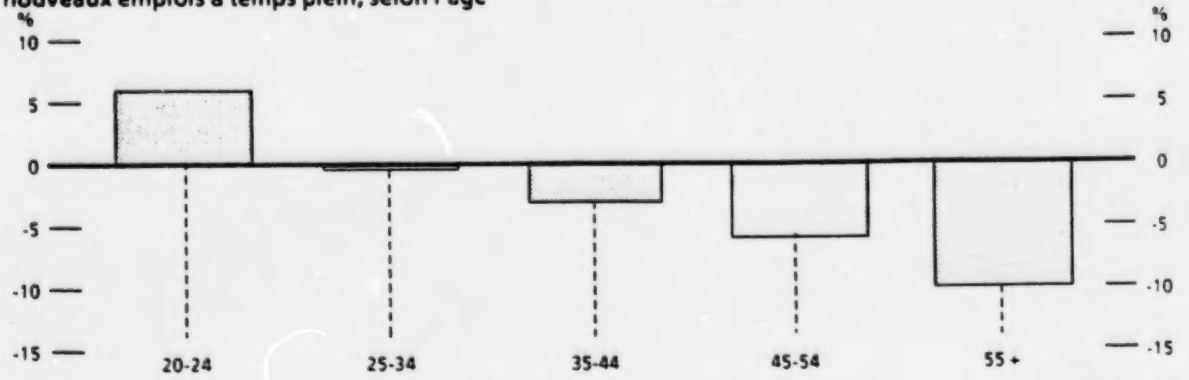


Chart - 10

Average Percentage Change in Total Weekly Earnings Between Lost and New Full-time Jobs, by Wages in Lost Job
Variation moyenne en pourcentage des gains hebdomadaires totaux entre les emplois perdus et les nouveaux emplois à temps plein, selon le salaire de l'emploi perdu

Graphique - 10

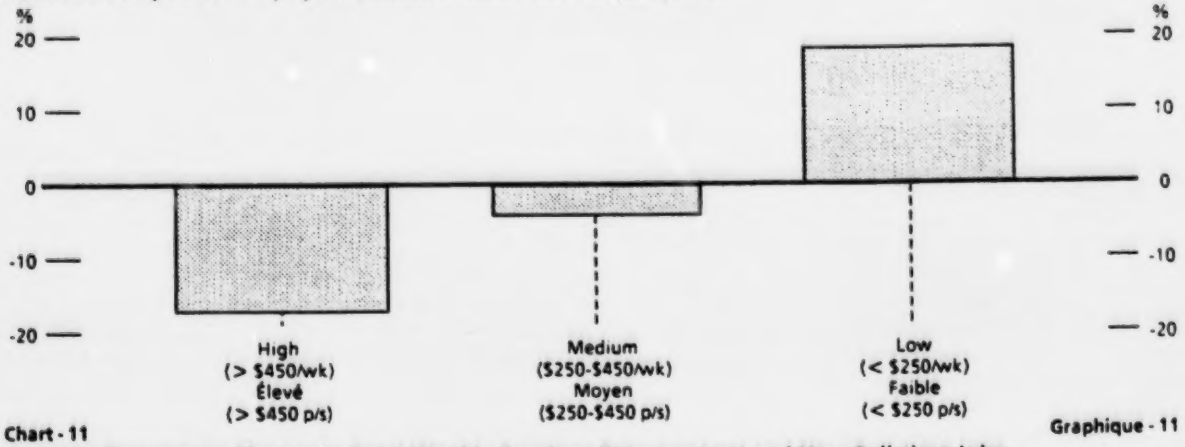
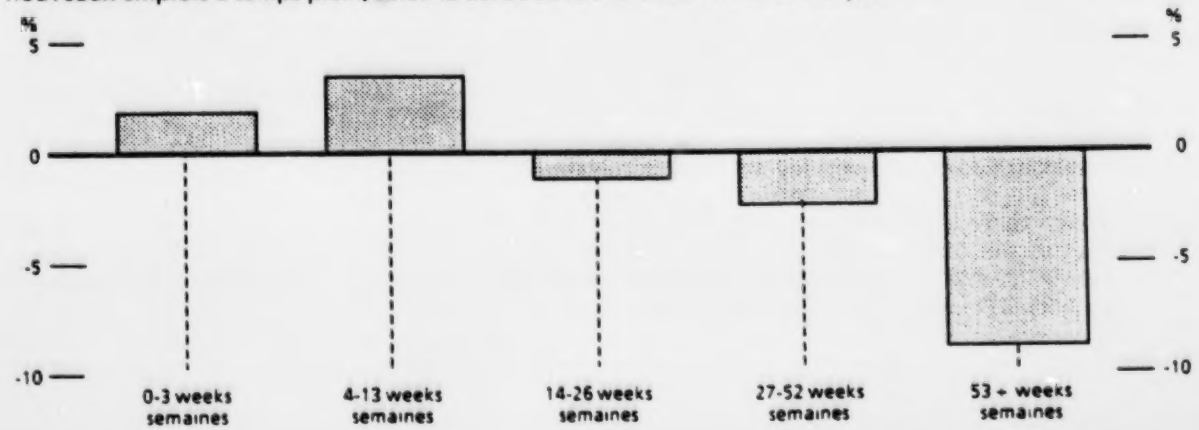


Chart - 11

Average Percentage Change in Total Weekly Earnings Between Lost and New Full-time Jobs, by Duration of Job Search
Variation moyenne en pourcentage des gains hebdomadaires totaux entre les emplois perdus et les nouveaux emplois à temps plein, selon la durée de recherche d'un nouvel emploi

Graphique - 11



INTER-INDUSTRY MOVEMENT OF LAID-OFF WORKERS

Workers who lost their jobs between 1981 and 1984 typically did not find work in the same industry. On the basis of a 35-industry classification it appears that only 30% of permanently laid-off workers found their next full-time job in the same industry (Table 12). If the industrial classification is collapsed into nine sectors, the proportion rises to 43%. Thus, labour adjustment during these years involved substantial inter-industry mobility. By and large, workers were not limited to new jobs in the same industry or even in the same general sector of the economy.

Some industries hired more laid-off workers than they had originally lost, resulting in a net employment gain; others hired fewer, resulting in a net employment loss. Table 12 shows the number of workers losing jobs and the number finding their new job in each industry. The ratio of workers hired to workers permanently laid off indicates which industries gained or lost employees. In general, this ratio was below 1.0 (indicating that the industry lost employees) in the goods-producing sector (primary industries, manufacturing and construction) and above 1.0 in the service sector, indicating a shift of workers from the goods-producing sector to the services sector.

For example, of the 194,000 manufacturing workers who lost jobs, 85,000 (44%) found new manufacturing jobs. But only 52,000 job losers from other industries entered manufacturing, so ultimately there was a deficit of 57,000 jobs in that sector (the ratio is .71). Similar data are provided for more detailed industries and for occupations in Table 12.

MANUFACTURING JOBS REPLACED BY SERVICE SECTOR EMPLOYMENT

Table 13 shows whether the new full-time jobs were in the goods-producing or service sector, and the wage differential between the old and new jobs. The information is shown for workers losing full-time jobs in eight industrial sectors. The flow from the goods-producing to the service sector was considerable -- 41% (144,000) of the workers who lost goods-producing jobs found a service sector job. Movement in the other direction was much more restricted -- only 21% (66,000) of the services workers found new jobs in the goods-producing sector.

Recently, there has been considerable debate about the loss of goods-producing jobs -- particularly in manufacturing -- and the replacement of these jobs by service sector employment. It has been argued that this results in a "declining middle" of the income distribution, since "middle-paying" manufacturing jobs are replaced by many lower-paying and few high-paying service sector jobs (e.g., Kuttner, 1983 and Lawrence, 1984). The survey data do not allow a detailed examination of this hypothesis; it would require information on the wage levels on all jobs lost and created (including new entrants) in the two sectors. The experience of laid-off workers is instructive, however, since so many who lost manufacturing jobs found it necessary to obtain service sector employment.

Forty-three percent of manufacturing workers losing jobs entered the service sector. About 60% of these persons found full-time jobs in wholesale and retail trade or in the consumer services industries, generally the lower-paying segments of the service sector.

Chart - 12

Proportion of Permanently Laid-off Workers Finding New Full-time Jobs in the Goods-producing and Service Sectors, by Industry of Lost Full-time Job

Graphique - 12

Proportion des travailleurs licenciés ayant trouvé un emploi à temps plein dans les industries de biens et de services, selon la branche d'activité des emplois perdus

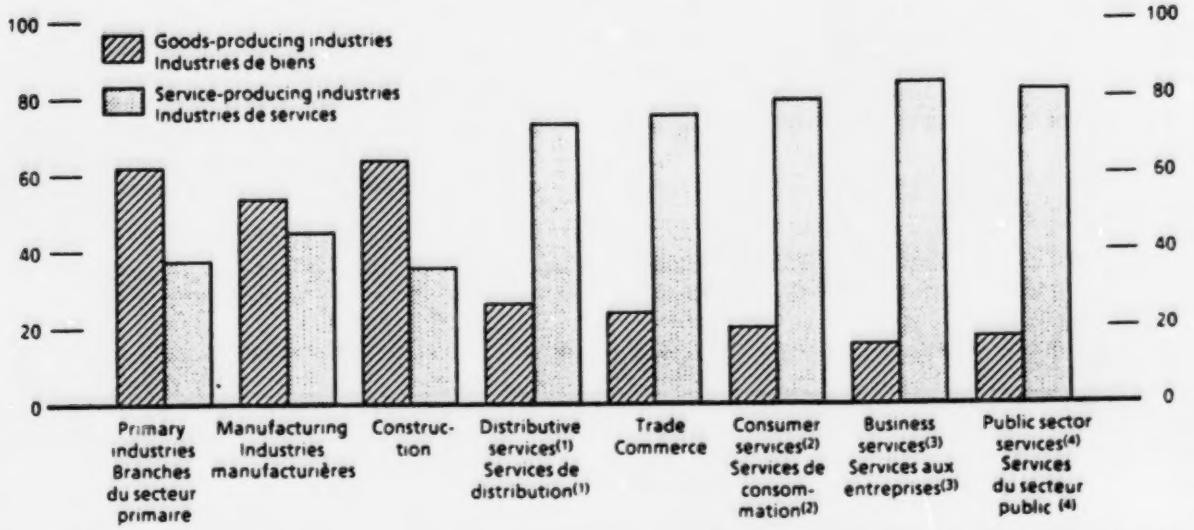
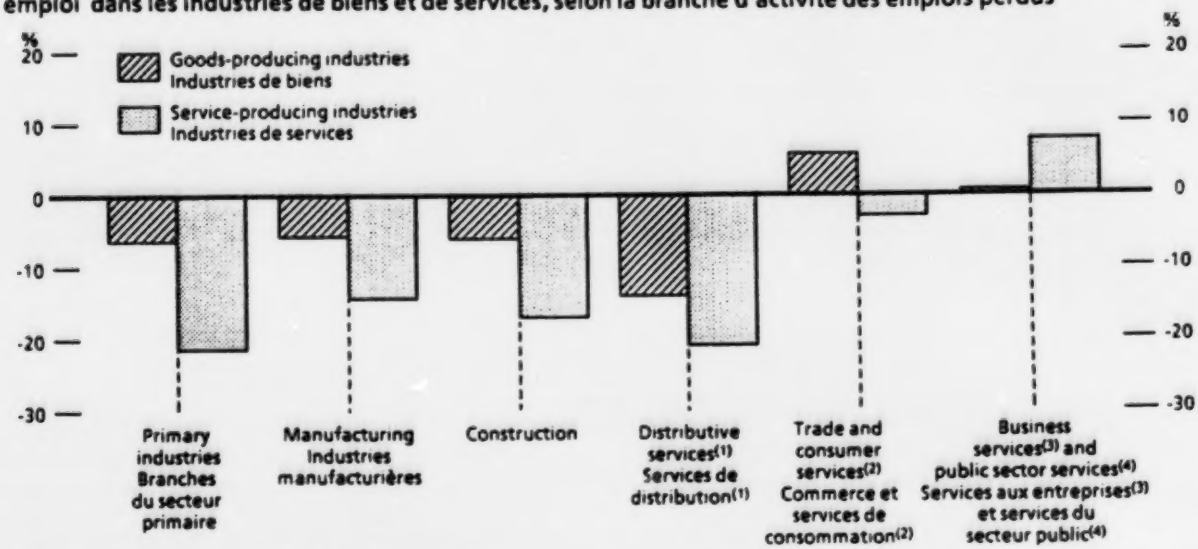


Chart - 13

Percentage Change in Total Weekly Earnings Among Workers Finding Jobs in the Goods-producing and Service Sectors, by Industry of Lost Full-time Job

Graphique - 13

Variation en pourcentage des gains hebdomadaires totaux chez les travailleurs ayant trouvé un emploi dans les industries de biens et de services, selon la branche d'activité des emplois perdus



(1) Transportation, communication, and other utilities.

(1) Transports, communications et autres services publics.

(2) Accommodation and food, amusement and recreational, personal and miscellaneous services.

(2) Services d'hébergement, restauration, divertissement, loisirs, services personnels et divers.

(3) Finance, insurance, real estate and services to business management.

(3) Finances, assurances, affaires immobilières et services fournis aux entreprises.

(4) Public administration, education, health and welfare services.

(4) Administration publique, enseignement et services médicaux et sociaux.

The aggregate wages of those who lost full-time manufacturing jobs and were re-employed in the service sector fell considerably. The total weekly earnings of these persons were 14% lower in the service sector jobs than in the lost manufacturing jobs. Only 11% of the new service sector jobs paid more than $400 a week, compared with 23% of the lost manufacturing jobs.

The same general pattern is apparent among workers who lost manufacturing jobs and found new jobs in the same sector. Among these workers, total weekly earnings were 7% lower in the new full-time manufacturing jobs than in the lost jobs. Similarly, only 25% of the new manufacturing jobs paid more than $400 a week, compared to 32% of the lost ones. Thus, as with permanently laid-off workers in general, the aggregate wages of manufacturing workers fell between the lost and new jobs, and the loss was larger for those moving to the service sector.

Table 13 indicates that workers losing jobs in the generally higher-paying primary industries and construction sector also took a significant wage loss when they moved to the service sector. Approximately 41% of primary industry workers who lost their jobs, and 33% of construction workers, entered the service sector (a total of 60,000 workers). Again, this flow was greater than in the other direction, with fewer workers moving from the services to construction or primary industries.[17] Total weekly earnings among primary industry workers moving to the service sector fell by 22%, and among construction workers the drop was 18%.

LABOUR ADJUSTMENT AMONG GOODS-PRODUCING WORKERS

Workers losing jobs in the goods-producing sector (mining, forestry, manufacturing, construction) might be expected to have had considerable difficulty in the adjustment process. Goods-producing employment fell by 14% in 1982 and, even by 1985, remained 6% below the pre-recession (1981) level. Thus, job opportunities in the goods-producing sector, limited even under normal economic conditions because of slower employment growth than in services, were particularly scarce between 1981 and 1985.

As already noted, workers did not restrict their job-seeking to the same industry or sector. Nonetheless, it is probable that some workers' skills would be more applicable to the goods-producing sector (e.g., machining, fabricating/assembling, construction, mining, forestry) than to the service sector, and thus, they might encounter some difficulty in making the transition.

Workers losing **manufacturing** jobs generally took only slightly longer than average to find a new one (an average of 28 weeks compared to 24 for all workers losing jobs); the average percentage drop in their wages was only slightly above that for displaced workers as a whole (-4% on average, compared with -1% for all workers -- see Table 10).[18] Also, unemployment in January 1986 among workers losing manufacturing jobs, while high at 23%, was close to the level for all job losers (25%). Thus, laid-off manufacturing workers, while not faring as well as their counterparts in some areas of the service sector, did about as well as permanently laid-off workers in general. Workers losing jobs in the primary industries and in construction fared somewhat worse; their unemployment rate in January 1986 was 33%. Also, the average pay losses between old and new jobs were 8% and 6% respectively; approximately half the workers (generally the higher paid workers) took a pay cut that averaged about 30%.

Workers losing jobs in the business services sector (finance/insurance/real estate, services to business management) fared much better: their unemployment rate was relatively low in January 1986 (up to 17%); their job searches were shorter (15 to 21 weeks on average); and their wages in the new job were on average 8% higher than in the old job. This probably reflects employment opportunities in this sector.

OLDER WORKERS

Concern about job loss among older workers (those aged 55 and older) stems from the fact that labour adjustment may often be particularly difficult for them. Numerous studies of plant closures[19] have indicated that older workers experience more difficulty finding new jobs than other workers, a conclusion that is generally substantiated in this survey.

Older workers were less likely than other workers to lose their job (hazard ratio of 0.7), probably due in part to their longer job tenure. Once job loss occurred they were much more likely to leave the labour force than other workers; fully 42% had done so by January, 1986, either on voluntary early retirement or because they could not locate employment. Of those who remained in the labour force, many experienced considerable difficulty; their unemployment rate was 34% in January 1986. Job search for the 45% who did locate new full-time employment was the longest of any age group (33 weeks on average), and the wage loss between the lost and new full-time job was also the largest of any age group (12% on average). Furthermore, the one-half of these workers who took pay cuts lost, on average, one third of their wages in the job change. These pay cuts are likely related to the lower levels of education among older workers, and the longer than average job searches (as noted in the regression analysis reported earlier).

Older, permanently laid-off workers were also the least likely to retrain (6% took some form of training compared to 20% of younger workers losing jobs) and the least likely to move to accept or seek employment (9% did so compared to 20% of younger workers). These results are not surprising for the reasons outlined earlier in the paper, but they do demonstrate that relatively few older workers use retraining and relocation following job loss.

Although this section has concentrated on workers aged 55 years and over, many of the statistical measures indicate increased difficulty in labour force adjustment for workers in the 45-54 age group as well.

WORKERS WITH CONSIDERABLE TENURE IN THE LOST JOB

Other studies based on similar survey data have concentrated on workers who had tenure of at least three years in the lost job. These studies focus on workers who, for such reasons as changes in trading patterns or in domestic demand for various goods and services, suddenly find themselves without work after many years in a job, and perhaps without hope of finding similar employment. Workers losing jobs in this manner are referred to in the studies as displaced workers.

Using the supplementary survey data, a background report on displaced workers (those with at least three years job tenure in the lost job) was produced by Statistics Canada for Employment and Immigration Canada (Statistics Canada, 1986). As demonstrated earlier, the incidence of displacement decreases with job tenure, so the probability of being displaced is lower in this population. However, job displacement was more concentrated in the goods-producing sector among those workers with longer job tenure. Hazard ratios were in the 2.0 to 4.0 range in many manufacturing and other goods-producing industries, indicating a high concentration of job loss. Once the job loss occurs, the average job search is longer among these more experienced workers (27 weeks), probably reflecting a higher average age. The drop in total earnings is also much greater (-16% compared with -8% for all job losers). This is probably related to the fact that these workers lost high paying jobs and took longer to find new jobs. Unemployment in January 1986 was, however, the same for the more experienced workers as for all workers on permanent layoff (24%). Also, patterns of training and mobility were similar for the two populations.

Thus, workers with a longer commitment to a particular employer were less likely to be displaced but, once displaced, they faced a slightly more difficult adjustment than other workers. Also, displacement was more concentrated in the goods-producing sector than among the permanently laid-off population as a whole.

CONCLUDING COMMENTS

Period Covered

The 1981-84 period encompassed the worst recession since the depression of the 1930s; this subsequently affected the speed and success of labour market adjustment among workers permanently laid off during this period. Clearly, much of what is observed in this study results from the recession. Another component of the job loss was no doubt related to long-term changes in international trade, consumer buying habits, technological change, and so on. Some of the employment effects of the recession persist. For example, as demonstrated earlier, many of the employment patterns observed in the 1981-82 recession, such as the drop-off of jobs in the goods-producing sector, have endured a number of years. This forced permanently laid-off workers to seek jobs in other industrial sectors and occupations. Some job loss was also, no doubt, due to short-term cyclical effects, since some workers found similar jobs reasonably quickly in the same sector. In general, the workers studied in this article were forced into the job market during a period of high unemployment. Thus, the results of this survey would not necessarily apply to a different economic climate.

Who Was Hardest Hit?

All demographic and regional groups experienced some job loss. However, the **probability of job loss** was highest among the following: young adult males (aged 20-34); workers with relatively short job tenure; and those employed in mining, forestry, construction and manufacturing. Workers in Alberta, British Columbia, Newfoundland and Québec (regions where the recession took the greatest toll), were most likely to suffer permanent job loss. Older workers, possibly protected by relatively long job tenure, were under-represented among job losers. However, once a job was lost, older workers had much more difficulty than other age groups finding a new job.

Result of Displacement

It is difficult to make concluding statements about the job loss that took place since circumstances vary so much from one individual to the next. At one end of the scale, nearly one-quarter of the workers found new jobs within three weeks and one-half found new jobs within three months. Roughly one-third of all workers losing jobs (about 55% of the re-employed) found jobs paying at least as much as the jobs they lost. At the other end of the scale, 20% were unemployed at the time of the survey, one-third of whom (about 55,000) had not worked since their original job loss. Forty-five percent of those who did find new jobs experienced pay cuts which left them earning an average of 28% less than they did in their old jobs.

While fortunes varied greatly, on the whole these persons fared poorly compared with the rest of the labour force. Their January 1986 unemployment rate was 25%, more than double the national average, and among some groups of permanently laid-off workers, the unemployment rate was in the 40% to 50% range. Even among workers with considerable experience in the lost job (three years or more) the unemployment rate was 24%. Those with new jobs had taken an average of half a year to find them.

The variables playing an important role in labour adjustment are those shown to be important by unemployment studies. Province of job loss was significant, since the state of the provincial economy affected a worker's re-employment opportunities. Workers losing jobs in the Atlantic provinces, Québec and British Columbia had the lowest incidences of re-employment and the longest job searches. Unemployment among laid-off workers in Newfoundland was a staggering 46% in January 1986.[20]

Education is an important variable. Workers with post-secondary education were not significantly less likely to lose their jobs, but once permanently laid off they found a new job more quickly. As a group they had lower unemployment rates, and they were more likely than other workers to find a job with higher pay. Thus, while post-secondary education did not seem to protect workers from job loss, it was associated with a better labour market adjustment experience, perhaps because of the flexibility it provides.[21]

Age is important in that older workers face greater adjustment difficulties. While there were some differences between the sexes, this does not generally appear to be a particularly discriminating variable. Differences between workers from different industrial sectors were significant and have been discussed.

Generally, training and relocation did not play a role in labour adjustment for most workers. However, among those unemployed for an extended period (more than six months), almost one quarter participated in some form of training (full-time or part-time), mostly at their own expense. Among those facing the most difficult job market -- older workers and the less educated -- training and relocation (especially for older workers) were even less important. This is not to say, however, that training did not help some of these workers.

As noted earlier, groups with the highest job loss rates did not necessarily undergo the most difficult adjustment. Therefore, when future programs or policies are being considered, it is important to distinguish between rates of displacement for various groups, and the degree of difficulty each has in the labour adjustment process.

Finally, the job losses had some effect on the industrial structure of employment. There was a net shift of workers from manufacturing, primary industries and construction to the service sector, predominantly into trade and consumer services. This mirrors economy-wide trends between 1981 and 1985, as the country passed through and recovered from the 1981-82 recession. While long-term trends in industrial restructuring are similar to those reported here, the recession precipitated an acceleration in the industrial redistribution of employment.

FOOTNOTES

1. The Survey of Displaced Workers covered all workers aged 20-65 years old who were laid off and not recalled (from full-time or part-time jobs) between January 1981 and December 1985. However, for the purpose of this study, job loss during 1985 was excluded since it was impossible to tell if the workers were going to be recalled. Lay-offs from part-time jobs were also excluded. A copy of the Survey of Displaced Workers questionnaire can be found in the January 1986 issue of **The Labour Force** (Statistics Canada Catalogue No. 71-001).

2. It is stressed that the unemployed on temporary lay-off are excluded from the analysis. There has been much discussion in recent years about the magnitude and nature of unemployment associated with lay-offs and recalls. In particular, the fact that many unemployed are rehired by their original employer, and the effect of unemployment insurance and "implicit contracts" between workers and their employers on the amount of such unemployment have been a subject of study (see Feldstein, 1976). However this type of unemployment is not included in this study.

3. Readers wishing to obtain the results of the analysis on the restricted population using data from this same survey can receive a copy by contacting the Social and Economic Studies Division, (613) 993-5960. (A brief comparison of the findings is also presented in this paper.)

4. In particular, 1985 employment remained well below the pre-recession (1981) level in the following industries: machinery (down 33%), textiles (28%), leather (24%), metal fabricating (21%), construction (general contracting, 17%), wood (21%), paper (15%), and primary metals (iron and steel, 14%).

5. See Saunders (1984) and OECD (1986) for a general discussion of adjustment programs and policies and their rationale.

6. This number must be considered a rough approximation, since there is some error due to recall in surveys such as this. As some respondents do not report a permanent lay-off, this is likely an underestimate.

7. This ratio is calculated by dividing the percentage of laid-off workers in any given group by the percentage of the employed population in October 1981 in the same group. For example, suppose 30% of all laid-off workers were in industry 'A', and 15% of the employed population worked in this same industry. The hazard ratio for industry 'A' would be 30/15=2.0. The year 1981 was chosen because it is the beginning of the period under study. October was chosen because seasonal influences are minimal in this month.

8. A possible explanation is the correlation between age and education. Younger workers are generally more highly educated and more likely to be laid off. Hence the hazard ratio among the highly educated may be artificially high due to the effect of age. However, when the hazard ratio was calculated by age and education jointly, the same general pattern held within age groups. Interactions between education and industry could also have explained this observation, but again the same general pattern of no marked difference in hazard ratios among education levels held within industry groupings.

FOOTNOTES - Continued

9. The analysis covers only workers with completed job search spells, that is, those who found new full-time jobs (72% of the job losers).

10. Note that respondents are asked to recall the number of weeks of job search, and this recall introduces some error in the data. Evidence from the Annual Work Patterns Survey -- where respondents are asked to recall events over a one-year period -- suggests that the further back in time one must recall, the more unemployment is underestimated. Thus, it is probable that these periods of job search are, if anything, underestimated.

11. It should be noted that univariate tables such as those shown here do not necessarily indicate causal relationships. For example, both older workers and the less educated experienced relatively long job searches. But older workers also tend to have lower education levels than young workers. Thus, part of the reason for the longer job search observed among older workers may be related to their lower levels of education, not to their age. These tables indicate which groups experience long job searches, but not necessarily why. Multivariate analysis is needed to move towards causal analysis.

12. See Employment and Immigration Canada's **Annual Report**, 1985-86.

13. Of the 658,000 workers who both lost and found a full-time job, wage data on both jobs were available for 440,000. These data contained a substantial non-response bias, with non-response being much higher among the highly educated than the less educated, and higher among older than younger workers. A form of imputation (re-weighting the file for one variable, namely, wages) was carried out to correct for the non-response bias, resulting in wage estimates for the entire population of 658,000.

14. The regression equation is of the form:

$$\ln(W_{in}/W_{il}) = a_1+a_2\ln W_{il}+bX_i+E_i,$$

where W_{in} is the weekly wage in the first new job following permanent lay-off for individual i and W_{il} is the weekly wage in the lost job, both jobs being full-time. X_i is a vector of other independent variables shown in Table 11 and E_i is the error for individual i. Having the dependent variable in the form $\ln(W_{in}/W_{il})$ provides a symmetric scale around 0 which measures the change in the wage level between jobs. Note that this equation is equivalent to estimating the wage level in the new job as a function of that in the lost job, plus the other independent variables. In other words, the above equation can also be written as:

$$\ln W_{in} = a_1+(1+a_2)\ln W_{il}+bX_i+E_i.$$

The software used to estimate the coefficients allowed the use of sample weights and adjusted the test statistics for the effects of the sample design.

15. Roughly speaking, for each $50 increment in weekly earnings in the lost job, the loss between the two jobs increased by 7%, when variables such as occupation, education and age were controlled. There may, of course, be other reasons for this effect.

FOOTNOTES - Concluded

16. For each 10-week increase in job search, the wage fell by 1% to 2%. However, the relationship between length of job search and change in wages may not be linear, as there may be increasing returns to job search initially, turning to negative returns at some point.

17. It must be remembered, however, that many jobs in forestry, fishing and construction are short-term in nature, and there may be considerable "back and forth" movement by some workers in these industries. Some moves would not be permanent.

18. Some confusion may arise when comparing numbers in Tables 9 and 10. Among all workers losing and finding full-time jobs, the **average** drop in wages was -1.1% (Table 10), although the change in the total weekly wages paid in the lost and new jobs was -7.2% (Table 9). The difference occurs because the losses were greater among the higher paid jobs, which shows up as a relatively small percentage change but as a larger change in total earnings.

19. For a review, see **Labour Market Experiences of Workers in Plant Closures: A Survey of 21 Cases**, Paper #25, Research Branch, Ontario Ministry of Labour, December 1983.

20. Some of this could be seasonal unemployment, since some seasonal workers might have lost a job in one company and obtained one in another company.

21. It has been generally assumed that workers with more human capital (of which education is a large part), would be less likely to be laid off during an economic downturn than other workers, since the costs associated with losing them, or with having to rehire, are relatively large. The finding that the more highly educated are not significantly less likely to experience permanent job loss, regardless of age or industry of employment, seems to contradict this theory -- at least for this period of interest. However, this study does not deal with all lay-offs, only with permanent job loss. Also, workers with post-secondary education and with longer job tenure were somewhat less likely to be permanently laid off than less educated workers with the same tenure; the human capital acquired through firm-specific or industry-specific experience and training may play a large role in decisions regarding the lay-off of workers.

APPENDIX

TABLE 1. Hazard Ratios and Percentage Distribution of Workers Losing Full-time Jobs

TABLEAU 1. Taux de risque et répartition en pourcentage des travailleurs ayant perdu leur emploi à temps plein

	Number Nombre		Hazard ratio Taux de risque
	'000	%	
Total	998	100.0	1.0
Sex - Sexe			
Male - Hommes	674	67.5	1.0
Female - Femmes	325	32.5	0.9
Age group - Groupe d'âge			
20-24	185	18.5	1.2
25-34	412	41.3	1.3
35-44	188	18.8	0.8
45-54	128	12.8	0.7
55+	86	8.6	0.7
Education - Niveau d'instruction			
Elementary - Études primaires	123	12.4	0.8
Some secondary - Études secondaires partielles	262	26.2	1.0
Secondary completed - Études secondaires complètes	302	30.2	1.0
Some post-secondary - Études postsecondaires partielles	108	10.8	1.5
Post-secondary completed - Études postsecondaires complètes	204	20.4	0.9
Years in lost job - Années d'ancienneté dans l'emploi perdu			
<1	248	24.8	1.1
1	153	15.3	1.4
2	176	17.6	2.1
3	117	11.7	1.9
4-5	110	11.0	1.1
6-9	77	7.7	0.6
10+	117	11.7	0.4
Province			
Newfoundland - Terre-Neuve	24	2.4	1.4
Prince Edward Island - Île-du-Prince-Édouard	...	...	...
Nova Scotia - Nouvelle-Écosse	25	2.5	0.9
New Brunswick - Nouveau-Brunswick	24	2.4	1.0
Québec	290	29.0	1.2
Ontario	294	29.4	0.8
Manitoba	34	3.4	0.8
Saskatchewan	27	2.7	0.7
Alberta	132	13.2	1.2
British Columbia - Colombie-Britannique	147	14.7	1.3
Occupation - Profession			
Managerial/Administrative - Direction/administration	100	10.0	1.1
Natural sciences/Engineering - Sciences naturelles/génie	45	4.6	1.1
Social sciences/Religion/Teaching - Sciences sociales/religion/enseignement	16	1.6	0.3
Medicine/Health - Médecine/santé	9	0.9	0.2
Artistic/Related - Arts/secteurs connexes	12	1.2	1.0
Clerical - Travail administratif	147	14.7	0.9
Sales - Commerce	80	8.0	0.8
Service - Services	93	9.3	0.9
Farming/Fishing/Trapping/Forestry - Agriculture/pêche/piégeage/forêts	28	2.8	0.5
Mining/Drilling - Mines/forage	14	1.4	1.6
Processing - Traitement	55	5.5	1.4
Machining - Usinage	53	5.3	1.9
Fabricating - Fabrication	135	13.5	1.3
Construction	124	12.4	1.7
Transportation operators - Transports	39	3.9	1.0
Material handling - Manutention	29	2.9	1.1
Other crafts - Conduite de machines et appareils divers	12	1.2	0.9
Not stated - Non précisée	7	0.7	...

... Indicates number too small to be statistically reliable. - Nombre trop petit pour la production de statistiques fiables.

TABLE 2. Hazard Ratios and Percentage Distribution of Workers Losing Full-time Jobs by Detailed Industry

TABLEAU 2. Taux de risque et répartition en pourcentage des travailleurs ayant perdu leur emploi à temps plein selon la branche d'activité

	Number Nombre		Hazard ratio Taux de risque
	'000	%	
Total[1]	994	100.0	1.0
Agriculture/Forestry/Fishing - Agriculture/forêts/pêche	31	3.0	0.6
Mining - Mines	33	3.3	1.5
Manufacturing - Industries manufacturières			
Non-durables - Biens non durables			
Food/Beverages - Aliments/boissons	31	3.1	1.2
Rubber/Plastic - Caoutchouc/produits en matière plastique	10	1.0	1.2
Textile - Industrie textile	12	1.2	2.0
Knitting/Clothing - Bonneterie/habillement	29	2.9	2.0
Paper/Allied - Papier/activités annexes	8	0.8	0.5
Printing/Publishing - Imprimerie/édition	16	1.6	1.3
Chemical products - Produits chimiques	13	1.3	1.3
Miscellaneous manufacturing - Industries manufacturières diverses	13	1.3	1.4
Other non-durables[2] - Autres biens non durables[2]	11	1.1	1.6
Durables - Biens durables			
Wood - Bois	20	2.0	1.4
Furniture/Fixtures - Meubles/articles d'ameublement	12	1.2	1.6
Primary metal - Première transformation des métaux	15	1.5	1.0
Metal fabricating - Fabrication de produits en métal	29	2.9	1.6
Machinery (except electrical) - Fabrication de machines (sauf électriques)	19	2.0	1.7
Transportation equipment - Fabrication d'équipement de transport	25	2.5	1.3
Electrical products - Produits électriques	20	2.0	1.3
Non-metallic mineral - Produits minéraux non métalliques	7	0.7	1.2
General contractors/Services to construction - Entrepreneurs généraux/services relatifs à la construction	71	7.2	2.3
Special trades - Entrepreneurs spécialisés	78	7.8	2.0
Transportation/Storage - Transports/entreposage	34	3.4	0.6
Communication/Utilities - Communications/services publics	20	1.9	0.5
Wholesale trade - Commerce de gros	61	6.2	1.2
Retail trade - Commerce de détail	122	12.3	1.1
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	29	2.8	0.5
Health/Welfare services - Services médicaux/sociaux	18	1.8	0.3
Education services - Enseignements et services connexes	15	1.5	0.2
Services to business management - Services fournis aux entreprises	61	6.2	1.5
Consumer services[3] - Services de consommation[3]	82	8.3	1.2
Miscellaneous services - Services divers	27	2.7	1.6
Public administration - Administration publique	23	2.3	0.3

[1] The total shown in this table is lower than the total in Table 1 due to incomplete response. - Le total présenté dans ce tableau est inférieur au total du tableau 1 en raison de réponse incomplète.
[2] Other non-durables include tobacco products, leather, petroleum and coal. - Les autres biens non durables comprennent les produits du tabac, le cuir, le pétrole et le charbon.
[3] Accomodation and Food/Amusement and recreational/personal and miscellaneous services. - Services d'hébergement, restauration, divertissement, loisirs, services personnels et divers.

TABLE 3. Weekly Wages in Last Full-time Job

TABLEAU 3. Rémunération hebdomadaire de l'emploi à temps plein perdu

	Number with wage data[1] Nombre avec données de rémunération[1]	Less than $250/week Moins de $250/semaine	$250-$450/week De $250 à $450/semaine	More than $450/week Plus de $450/semaine	Average Moyenne
	'000	%	%	%	$
Total	762	35.8	43.1	21.1	338
Sex - Sexe					
Male - Hommes	500	22.5	47.1	30.4	388
Female - Femmes	262	61.3	35.4	3.3	243
Age group - Groupe d'âge					
20-24	164	57.9	35.0	7.1	260
25-34	324	31.9	47.1	21.0	342
35-44	131	23.7	43.8	32.5	396
45-54	87	28.4	44.0	27.6	372
55+	56	33.5	40.6	25.9	357
Education - Niveau d'instruction					
Elementary - Études primaires	105	38.0	40.3	21.7	336
Some secondary - Études secondaires partielles	217	38.3	39.9	21.9	336
Secondary completed - Études secondaires complètes	242	35.6	45.4	19.0	332
Some post-secondary - Études postsecondaires partielles	74	37.0	43.3	19.7	331
Post-secondary completed - Études postsecondaires complètes	124	29.5	46.5	24.0	361
Years in last job - Années d'ancienneté dans l'emploi perdu					
<1	220	49.8	37.2	13.0	289
1	123	43.3	41.6	15.1	310
2	129	33.2	46.0	20.8	344
3	86	21.7	47.5	30.8	390
4-5	74	28.8	47.5	23.6	363
6-9	55	22.4	50.1	27.5	380
10+	74	20.0	43.3	36.7	404
Industry - Branche d'activité					
Primary - Industries primaires	48	19.8	35.8	44.4	425
Manufacturing - Industries manufacturières	224	34.0	49.1	16.8	332
Construction	122	13.0	37.7	49.3	468
Transportation/Communication/Other utilities - Transports/communications/autres services publics	38	...	44.6	40.5	419
Wholesale/Retail trade - Commerce de gros/commerce de détail	142	49.1	43.6	7.3	273
Consumer services - Services de consommation	85	73.9	22.5	...	221
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	16	...	62.6	...	312
Services to business management - Services fournis aux entreprises	43	22.9	62.3	14.7	349
Public sector services[2] - Services du secteur public[2]	38	36.9	50.8	...	299
Occupation - Profession					
Managerial/Administrative - Direction/administration	50	27.7	48.3	24.0	365
Natural sciences/Engineering - Sciences naturelles/génie	23	...	61.9	34.1	429
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	24	37.7	42.2	...	327
Clerical - Travail administratif	112	45.7	49.8	...	276
Sales - Commerce	50	53.0	36.1	...	273
Service - Services	80	73.5	23.7	...	216
Primary occupations - Professions du secteur primaire	32	26.6	39.3	34.1	389
Processing - Traitement	48	38.4	44.8	16.8	322
Machining - Usinage	48	15.3	45.7	39.0	429
Fabricating - Fabrication	118	34.2	49.2	16.6	327
Construction	106	13.8	38.1	48.1	460
Transportation operators - Transports	30	20.7	54.3	25.0	370
Material handling - Manutention	35	37.0	44.3	18.6	329

[1] The total shown in this table is lower than the total in Table 1 due to non-response to the question on the wages in the lost job. - Le total présenté dans ce tableau est inférieur au total du tableau 1 en raison de la non-réponse à la question sur la rémunération de l'emploi perdu.

[2] Public administration/health and welfare/education. - Administration publique, enseignement et services médicaux et sociaux.

TABLE 4. Proportion of Permanently Laid-off Workers Finding New Jobs

TABLEAU 4. Proportion des travailleurs licenciés ayant obtenu un nouvel emploi

	Lost full-time job Ont perdu un emploi à temps plein	Found new job[1] - Ont trouvé un nouvel emploi[1]					Did not find new job - N'ont pas trouvé de nouvel emploi		
		Sub-total Total partiel	Full-time Temps plein	Part-time Temps partiel	Employed in January 1986 Personnes occupées en janvier 1986		Sub-total Total partiel	Not in labour force in January 1986 Personnes inactives en janvier 1986	Unemployed in January 1986 En chômage en janvier 1986
					Full-time Temps plein	Part-time Temps partiel			
	'000	%	%	%	%	%	%	%	%
Total	998	86.8	71.5	15.3	57.1	5.8	13.2	7.7	5.6
Sex - Sexe									
Male - Hommes	674	90.0	77.7	12.3	61.7	3.7	10.0	4.3	5.7
Female - Femmes	325	80.0	58.5	21.5	47.4	10.1	20.0	14.7	5.3
Age group - Groupe d'âge									
20-24	185	90.3	69.2	21.1	55.5	7.5	9.6	5.0	4.6
25-34	412	90.8	76.4	14.4	61.9	5.5	9.2	5.1	4.1
35-44	188	91.2	76.9	14.3	61.4	4.7	8.9	4.6	4.3
45-54	128	80.1	69.0	11.1	54.8	5.2	19.8	9.8	10.0
55+	86	60.2	45.1	15.1	31.5	...	39.8	29.1	10.7
Education - Niveau d'instruction									
Elementary - Études primaires	123	73.3	61.8	11.5	38.6	...	26.7	14.8	11.9
Some secondary - Études secondaires partielles	262	84.8	67.5	17.3	49.5	5.5	15.3	9.2	6.1
Secondary completed - Études secondaires complètes	302	86.5	72.6	13.9	60.2	5.6	13.5	7.8	5.7
Some post-secondary - Études postsecondaires partielles	108	94.0	75.2	18.8	59.3	9.8	6.1	...	...
Post-secondary completed - Études postsecondaires complètes	204	94.1	79.1	15.0	72.3	6.3	5.9	3.2	...
Years in last job - Années d'ancienneté dans l'emploi perdu									
<1	248	86.4	68.6	17.8	51.7	7.2	13.4	7.7	5.7
1	153	91.5	75.4	16.1	59.3	7.2	8.5	4.8	3.7
2	176	89.5	74.6	14.9	61.5	4.9	10.5	5.9	4.6
3	137	89.0	74.3	14.7	57.1	4.6	11.0	5.7	5.3
4-5	110	87.1	75.0	12.1	64.5	3.7	12.9	6.6	6.3
6-9	77	82.5	69.5	13.0	58.1	6.0	17.5	7.7	9.8
10+	117	77.3	63.6	13.7	51.4	5.3	22.7	17.0	5.7
Region - Région									
Atlantic - Atlantique	75	87.1	69.3	17.8	39.5	5.4	13.0	...	...
Québec	290	80.3	67.0	13.3	48.3	5.4	19.7	10.9	8.8
Ontario	294	91.6	79.1	12.5	68.2	5.6	8.4	5.3	3.1
Manitoba/Saskatchewan	60	90.5	73.1	17.4	64.1	...	...	...	...
Alberta/British Columbia - Alberta/ Colombie-Britannique	279	87.5	68.5	19.0	57.7	6.4	12.5	7.1	5.4
Industry - Branche d'activité									
Primary - Industries primaires	64	84.3	70.8	13.5	50.3	...	15.7	9.5	...
Manufacturing - Industries manufacturières	289	86.8	72.4	14.4	58.6	5.1	13.2	8.7	4.5
Construction	149	91.4	80.5	10.9	56.5	...	8.7	4.2	4.5
Transportation/ Communication/Other utilities - Transports/ communications/autres services publics	53	89.9	72.3	17.6	59.8	...	...	...	...
Wholesale/Retail trade - Commerce de gros/commerce de détail	184	86.7	71.7	15.0	60.8	5.7	13.3	8.5	4.8
Consumer services - Services de consommation	101	78.1	59.7	18.4	45.4	9.4	22.0	11.5	10.5
Finance/Insurance/Real estate - Finances/ assurances/affaires immobilières	29	93.3	77.4	...	73.1	...	...	...	...
Services to business management - Services fournis aux entreprises	65	90.0	74.0	16.0	68.1	...	10.0	...	...
Public sector services - Services du secteur public	56	82.8	56.5	26.3	42.6	14.0	17.1	...	...

See footnote at end of table. - Voir note à la fin du tableau.

TABLE 4. Proportion of Permanently Laid-off Workers Finding New Jobs - Concluded

TABLEAU 4. Proportion des travailleurs licenciés ayant obtenu un nouvel emploi - fin

	Lost full-time job Ont perdu un emploi à temps plein	Found new job[1] - Ont trouvé un nouvel emploi[1]					Did not find new job - N'ont pas trouvé de nouvel emploi		
		Sub-total Total partiel	Full-time Temps plein	Part-time Temps partiel	Employed in January 1986 Personnes occupées en janvier 1986		Sub-total Total partiel	Not in labour force in January 1986 Personnes inactives en janvier 1986	Unemployed in January 1986 En chômage en janvier 1986
					Full-time Temps plein	Part-time Temps partiel			
	'000	%	%	%	%	%	%	%	%
Occupation - Profession									
Managerial/Administrative - Direction/administration	100	90.8	78.6	12.2	71.6	...	9.2	...	...
Natural sciences/Engineering - Sciences naturelles/génie	45	94.9	86.4	...	77.7	...	...	...	...
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	37	90.9	64.0	26.9	55.7	...	...	...	...
Clerical - Travail administratif	147	83.5	62.7	20.8	56.9	8.2	16.6	12.1	4.5
Sales - Commerce	80	89.1	77.0	12.1	67.4	...	10.8	7.6	...
Service - Services	93	75.4	57.6	17.8	42.4	8.9	24.6	13.0	11.6
Primary occupations - Professions du secteur primaire	43	84.1	69.9	14.2	43.8	...	15.9	...	...
Processing - Traitement	55	87.6	66.9	20.7	47.9	...	12.4	...	...
Machining - Usinage	53	92.9	84.0	8.9	66.4	...	...	...	...
Fabricating - Fabrication	135	86.2	73.1	13.1	58.4	5.2	13.8	8.1	5.7
Construction	124	90.9	78.8	12.1	53.4	...	9.2	...	...
Transportation operators - Transports	39	85.7	70.8	14.9	54.5	...	...	...	...
Material handling - Manutention	41	80.3	59.7	20.6	42.8	...	19.8	...	...

[1] Refers to next job following lay-off. - Premier emploi obtenu après la mise à pied.

TABLE 5. Labour Force Status of Permanently Laid-off Workers as of January 1986

TABLEAU 5. Situation vis-à-vis de l'activité au mois de janvier 1986 des travailleurs licenciés

	Permanently laid-off workers Travailleurs licenciés	Employed Occupés	Unemployed Chômeurs	Not in labour force Inactifs	Unemployment rate Taux de chômage
	'000	%	%	%	%
Total	**998**	**62.9**	**20.9**	**16.2**	**24.9**
Sex - Sexe					
Male - Hommes	674	65.5	22.9	11.7	25.9
Female - Femmes	325	57.5	16.7	25.8	22.5
Age group - Groupe d'âge					
20-24	185	63.0	20.3	16.8	24.3
25-34	412	67.4	19.7	12.9	22.6
35-44	188	66.0	21.8	12.2	24.8
45-54	128	66.0	25.8	14.9	29.4
55+	86	38.2	19.8	42.0	34.2
Education - Niveau d'instruction					
Elementary - Études primaires	123	41.0	30.4	28.6	42.6
Some secondary - Études secondaires partielles	262	55.1	26.3	18.6	32.3
Secondary completed - Études secondaires complètes	302	65.8	20.3	14.0	23.6
Some post-secondary - Études postsecondaires partielles	108	69.1	14.7	16.2	17.5
Post-secondary completed - Études postsecondaires complètes	204	78.6	12.3	9.1	13.6
Years in lost job - Années d'ancienneté dans l'emploi perdu					
<1	248	58.9	23.6	17.5	28.6
1	153	66.5	18.2	15.3	21.5
2	176	66.4	19.2	14.4	22.4
3	117	61.6	23.3	15.1	27.4
4-5	110	68.1	20.6	11.3	23.2
6-9	77	64.1	22.5	13.4	26.0
10+	117	56.8	18.1	25.1	24.2
Province					
Newfoundland - Terre-Neuve	24	36.5	31.7	31.8	46.5
Prince Edward Island - Île-du-Prince-Édouard	...	...	...	...	...
Nova Scotia - Nouvelle-Écosse	25	53.5	31.1	15.4	36.8
New Brunswick - Nouveau-Brunswick	24	44.8	32.1	23.1	41.7
Québec	290	53.6	25.5	20.9	32.2
Ontario	294	73.8	14.1	12.1	16.0
Manitoba	34	71.0	14.8	14.2	17.2
Saskatchewan	27	70.4	18.1	11.5	20.5
Alberta	132	73.8	15.2	10.9	17.1
British Columbia - Colombie-Britannique	147	55.2	26.8	18.0	32.6
Industry - Branche d'activité					
Primary - Industries primaires	64	53.3	26.3	20.4	33.1
Manufacturing - Industries manufacturières	289	63.7	18.7	17.6	22.7
Construction	149	58.7	28.3	13.0	32.5
Transportation/Communication/Other utilities - Transports/communications/autres services publics	53	64.0	25.0	...	28.1
Wholesale/Retail trade - Commerce de gros/commerce de détail	184	66.5	16.8	16.7	20.2
Consumer services - Services de consommation	101	54.8	23.1	22.1	29.6
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	29	81.9	...	...	...
Services to business management - Services fournis aux entreprises	66	75.8	15.9	...	17.4
Public sector services - Services du secteur public	56	56.6	24.6	18.8	30.3
Occupation - Profession					
Managerial/Administrative - Direction/administration	100	76.8	13.7	9.5	15.2
Natural sciences/Engineering - Sciences naturelles/génie	45	80.8	...	...	...
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	37	69.6	20.6	...	22.8
Clerical - Travail administratif	147	63.1	16.7	20.2	21.0
Sales - Commerce	80	73.5	12.9	13.6	14.9
Service - Services	93	51.3	23.7	25.0	31.6
Primary occupations - Professions du secteur primaire	43	48.4	29.0	22.7	37.5
Processing - Traitement	55	54.4	19.8	25.7	26.7
Machining - Usinage	53	68.0	17.3	14.7	20.3
Fabricating - Fabrication	135	63.6	21.5	14.9	25.2
Construction	124	56.3	30.0	13.7	34.7
Transportation operators - Transports	39	56.2	31.5	...	36.0
Material handling - Manutention	41	60.0	28.8	21.2	36.6

TABLE 6. Weeks Spent Looking for Work Among Workers Losing Full-time Jobs and Finding New Full-time Jobs

TABLEAU 6. Nombre de semaines consacrées à la recherche d'un emploi par les travailleurs ayant perdu un emploi à temps plein et obtenu un nouvel emploi à temps plein

	Laid-off workers / Travailleurs licenciés	Weeks spent looking for work - Semaines de recherche d'emploi					
		0-3	4-13	14-26	27-52	53+	Average weeks / Moyenne
	'000	%	%	%	%	%	
Total	458	25.5	24.2	17.8	22.2	10.3	23.5
Sex - Sexe							
Male - Hommes	483	24.0	23.6	19.1	22.3	11.0	24.5
Female - Femmes	173	29.8	26.0	13.9	21.7	8.5	20.9
Age group - Groupe d'âge							
20-24	117	27.3	31.1	15.6	20.1	5.9	18.7
25-34	294	27.3	23.7	17.7	21.8	9.5	22.4
35-44	134	24.1	25.1	17.0	23.1	10.8	24.5
45-54	78	22.6	16.8	20.0	24.4	16.3	29.5
55+	33	...	19.4	23.5	24.0	...	32.7
Education - Niveau d'instruction							
Elementary - Études primaires	68	18.8	15.7	22.1	28.8	14.7	30.9
Some secondary - Études secondaires partielles.	160	23.4	24.3	19.7	23.0	9.6	23.9
Secondary completed - Études secondaires complètes	201	23.5	25.1	13.9	25.4	12.0	25.6
Some post-secondary - Études postsecondaires partielles	77	35.4	26.4	14.9	13.7	...	18.2
Post-secondary completed - Études postsecondaires complètes	151	28.3	25.9	19.2	18.3	8.3	19.8
Years in lost job - Années d'ancienneté dans l'emploi perdu							
<1	157	29.4	25.4	17.4	20.4	7.4	25.3
1	106	27.8	27.8	16.7	18.7	9.0	25.8
2	119	25.9	26.0	16.6	20.0	11.5	26.1
3	80	28.7	25.0	17.0	25.9	11.4	26.8
4-5	78	22.5	23.7	18.9	25.0	9.9	25.5
6-9	49	25.2	21.0	16.1	27.3	10.4	26.1
10+	67	21.7	14.9	23.0	24.1	16.3	31.4
Province							
Newfoundland - Terre-Neuve	16	...	...	...	44.4	...	34.3
Prince Edward Island - Île-du-Prince-Édouard	...	...	...	...	...	...	...
Nova Scotia - Nouvelle-Écosse	15	...	...	...	...	...	26.0
New Brunswick - Nouveau-Brunswick	15	...	...	...	...	...	29.4
Québec	173	22.6	19.7	16.7	28.5	12.5	27.4
Ontario	216	27.2	27.4	18.9	18.4	8.0	20.3
Manitoba	24	27.4	...	...	...	...	21.5
Saskatchewan	18	...	...	...	...	...	17.9
Alberta	95	29.8	27.8	18.2	16.1	8.2	19.4
British Columbia - Colombie-Britannique	83	28.4	23.4	12.0	20.7	15.5	26.5
Industry - Branche d'activité							
Primary - Industries primaires	41	26.5	21.8	...	28.2	...	25.2
Manufacturing - Industries manufacturières	193	20.3	20.9	19.8	26.0	13.0	27.5
Construction	110	19.7	27.2	18.5	23.6	11.0	25.2
Transportation/Communication/Other utilities - Transports/ communications/autres services publics	36	26.8	19.6	17.3	22.1	...	25.9
Wholesale/Retail trade - Commerce de gros/commerce de détail	122	30.7	27.0	16.5	18.2	7.6	19.6
Consumer services - Services de consommation	53	31.3	28.2	15.3	18.9	...	19.0
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	20	43.1	...	...	...	...	14.9
Services to business management - Services fournis aux entreprises	45	26.9	25.3	19.1	18.2	...	21.3
Public sector services - Services du secteur public	29	28.1	25.2	...	20.9	...	22.0
Occupation - Profession							
Managerial/Administrative - Direction/administration	73	26.0	28.8	19.2	17.4	8.6	20.5
Natural sciences/Engineering - Sciences naturelles/génie	37	31.2	22.9	18.0	...	...	22.2
Social sciences/Teaching/Health/Artistic - Sciences sociales/ enseignement/santé/arts	23	32.7	...	...	...	...	20.2
Clerical - Travail administratif	87	31.0	22.7	13.7	21.3	11.3	22.2
Sales - Commerce	57	33.9	24.9	18.2	15.3	...	18.8
Service - Services	47	29.2	23.6	13.3	26.9	...	21.8
Primary occupations - Professions du secteur primaire	27	...	24.8	...	29.4	...	28.3
Processing - Traitement	32	...	21.5	23.5	28.2	...	31.2
Machining - Usinage	41	17.1	24.5	18.6	30.7	...	25.1
Fabricating - Fabrication	92	25.8	22.5	18.9	22.9	9.9	23.3
Construction	89	18.4	27.4	18.6	23.6	12.0	26.9
Transportation operators - Transports	24	...	...	...	...	...	29.8
Material handling - Manutention	23	27.5	...	...	...	...	24.2

TABLE 7. Incidence of Moving to Look for or Accept a Job and Incidence of Training Among Workers Losing Jobs

TABLEAU 7. Travailleurs ayant eu recours au déménagement pour chercher ou accepter un emploi, et à la formation, après avoir été licencié

	Moved after losing job Ont déménagé après avoir perdu leur emploi		Participated in training Ont suivi des cours de formation	
	Number Nombre	% of total laid-off workers % de l'ensemble des travailleurs licenciés	Number Nombre	% of total laid-off workers % de l'ensemble des travailleurs licenciés
	'000	%	'000	%
Total	166	16.6	168	16.8
Sex - Sexe				
Male - Hommes	131	19.4	109	16.1
Female - Femmes	35	10.9	59	18.3
Age group - Groupe d'âge				
20-24	36	19.6	39	21.3
25-34	80	19.5	80	19.4
35-44	30	15.8	28	14.8
45-54	13	9.8	16	12.2
55+	8	8.7	6	6.5
Education - Niveau d'instruction				
Elementary - Études primaires	14	11.5	7	6.0
Some secondary - Études secondaires partielles	48	18.3	33	12.7
Secondary completed - Études secondaires complètes	44	14.5	47	15.7
Some post-secondary - Études postsecondaires partielles	16	15.0	26	24.2
Post-secondary completed - Études postsecondaires complètes	44	21.7	54	26.5
Years in lost job - Années d'ancienneté dans l'emploi perdu				
<1	42	16.8	43	17.5
1	31	20.3	27	17.8
2	31	17.6	34	19.3
3	21	18.3	21	17.6
4-5	17	15.7	18	16.6
6-9	13	16.8	11	14.3
10+	11	9.2	14	11.9
Industry of lost job - Branche d'activité de l'emploi perdu				
Primary - Industries primaires	18	28.5	12	18.6
Manufacturing - Industries manufacturières	41	14.2	51	17.6
Construction	29	19.3	28	18.7
Transportation/Communication/Other utilities - Transports/communications/autres services publics	9	16.6	11	21.1
Wholesale/Retail trade - Commerce de gros/commerce de détail	24	13.3	25	13.7
Consumer services - Services de consommation	17	16.4	12	12.4
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	...	...	...	...
Services to business management - Services fournis aux entreprises	15	23.2	11	16.5
Public sector services - Services du secteur public	10	17.1	12	21.7
Occupation of lost job - Profession dans l'emploi perdu				
Managerial/Administrative - Direction/administration	14	13.6	17	17.3
Natural sciences/Engineering - Sciences naturelles/génie	12	25.3	10	23.0
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	10	26.9	9	24.7
Clerical - Travail administratif	15	10.4	23	15.5
Sales - Commerce	11	13.7	15	19.2
Service - Services	15	16.3	12	13.2
Primary occupations - Professions du secteur primaire	11	25.2	6	14.5
Processing - Traitement	10	17.9	10	18.7
Machining - Usinage	9	17.0	10	18.3
Fabricating - Fabrication	22	15.9	21	15.3
Construction	24	19.4	21	17.1
Transportation operators - Transports	6	16.1	...	...
Material handling - Manutention	7	17.9	6	15.4

TABLE 8. Proportion of Permanently Laid-off Workers Who Collected Unemployment Insurance Benefits[1]

TABLEAU 8. Proportion des travailleurs licenciés ayant touché des prestations d'assurance-chômage[1]

	Receiving unemployment insurance Prestataires d'assurance-chômage
	%
Total	**90.2**
Province	
Newfoundland - Terre-Neuve	92.1
Prince Edward Island - Île-du-Prince-Édouard	...
Nova Scotia - Nouvelle-Écosse	93.4
New Brunswick - Nouveau-Brunswick	94.8
Québec	94.0
Ontario	88.8
Manitoba	87.1
Saskatchewan	83.4
Alberta	85.7
British Columbia - Colombie-Britannique	89.2
Weeks looking for work - Nombre de semaines de recherche d'emploi	
4-13 weeks - 4-13 semaines	83.8
14-26 weeks - 14-26 semaines	94.4
27-52 weeks - 27-52 semaines	96.0
53+ weeks - 53 semaines et plus	96.7

1 In order to approximate the population of eligible workers, persons with less than three weeks of job search, persons who were self-employed in the lost job, and those with less than one year of tenure in the lost job were excluded. (In the case of tenure, a cutoff of one year was used because a shorter period could not be identified in the survey.) This leaves 485,000 of the 998,000 laid-off workers.

1 Pour obtenir une approximation de la population des travailleurs admissibles, on a exclu les travailleurs comptant moins de trois semaines de recherche d'emploi, les travailleurs qui étaient autonomes au moment où ils ont déclaré avoir perdu leur emploi et ceux comptant moins d'une année d'ancienneté dans l'emploi perdu. (On s'est servi d'une limite d'une année car l'enquête a regroupé dans une seule catégorie les périodes d'emploi ayant une durée inférieure à une année.) Cela laisse 485,000 personnes sur l'ensemble des 998,000 travailleurs ayant perdu un emploi.

TABLE 9. Percentage Change in Total Weekly Earnings: Lost Jobs and New Jobs

TABLEAU 9. Variation en pourcentage de la rémunération hebdomadaire globale: emplois perdus et nouveaux emplois

	Number of full-time jobs[1] Nombre d'emplois à temps plein[1]	Total weekly earnings in lost jobs Rémunération hebdomadaire totale des emplois perdus	Total weekly earnings in new jobs Rémunération hebdomadaire totale des nouveaux emplois	Difference[2] Écart[2]
	'000	$'000,000	$'000,000	%
Total[3]	**658**	**241.9**	**224.4**	**-7.2**
Industry of lost job - Branche d'activité de l'emploi perdu				
Primary - Industries primaires	42	19.0	16.6	-12.5
Manufacturing - Industries manufacturières	194	68.3	61.8	-9.6
Construction	127	62.1	56.1	-9.7
Transportation/Communications/Other utilities - Transports/communications/autres services publics	36	15.8	12.7	-19.2
Wholesale/Retail trade - Commerce de gros/commerce de détail	122	37.5	36.7	-2.4
Consumer services - Services de consommation	56	13.5	13.6	0.7
Finance/Insurance/Real estate Finances/assurances/affaires immobilières	16	5.0	5.1	1.6
Services to business management - Services fournis aux entreprises	36	13.2	13.7	3.4
Public sector services - Services du secteur public	26	7.1	7.8	10.4
Occupation of lost job - Profession dans l'emploi perdu				
Managerial/Administrative - Direction/administration	48	18.9	16.8	-10.9
Natural sciences/Engineering - Sciences naturelles/génie	29	12.4	12.4	-0.4
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	18	6.3	6.2	-0.4
Clerical - Travail administratif	90	25.1	24.2	-3.8
Sales - Commerce	46	15.2	13.8	-9.2
Service - Services	54	12.1	12.0	-0.8
Primary occupations - Professions du secteur primaire	27	11.3	10.1	-10.4
Processing - Traitement	39	13.2	11.7	-11.4
Machining - Usinage	46	20.1	17.6	-12.3
Fabricating - Fabrication	105	37.7	36.2	-4.0
Construction	106	51.7	46.8	-9.5
Transportation operators - Transports	25	9.4	8.2	-13.2
Material handling - Manutention	24	8.5	8.5	-0.3

[1] Among workers who both lost and found full-time jobs. - Parmi les travailleurs qui ont perdu et trouvé un emploi à temps plein.

[2] This can also be interpreted as the percentage change in the average weekly wage between the new and lost jobs. - On peut également interpréter ceci comme étant la variation en pourcentage de la rémunération hebdomadaire moyenne entre l'emploi perdu et le nouvel emploi.

[3] The total may not equal the sum of the disaggregated categories due to an excluded "not classified" category. - Le total peut ne pas correspondre à la somme des chiffres des diverses catégories parce que certains emplois n'ont pas pu être classés dans une de ces catégories.

TABLE 18. Percentage Change in Weekly Earnings: Lost Job and New Job[1]

TABLEAU 18. Variation en pourcentage de la rémunération hebdomadaire: emploi perdu et nouvel emploi[1]

	Those who earned less on new job[2] / Travailleurs gagnant moins dans le nouvel emploi[2]			Those who earned more on new job[2] / Travailleurs gagnant plus dans le nouvel emploi[2]			Total	
	Number / Nombre	Percentage of total / Proportion	Average loss / Perte moyenne	Number / Nombre	Percentage of total / Proportion	Average gain / Gain moyen	Number / Nombre	Average difference[3] / Écart moyen[3]
	'000	%	%	'000	%	%	'000	%
Total	295	44.8	28.0	363	55.2	20.7	658	-1.1
Sex - Sexe								
Male - Hommes	226	46.5	28.4	260	53.5	20.4	486	-2.3
Female - Femmes	69	40.4	26.7	102	59.6	21.7	171	2.2
Age group - Groupe d'âge								
20-24	44	37.4	28.2	74	62.6	25.1	118	5.2
25-34	138	44.8	27.1	170	55.1	21.6	308	-0.3
35-44	57	47.2	29.2	63	52.8	19.9	120	-3.3
45-54	41	50.9	26.9	39	49.1	15.0	80	-6.3
55+	16	49.0	34.6	16	51.0	10.2	32	-11.7
Education - Niveau d'instruction								
Elementary - Études primaires	34	50.8	28.0	33	49.2	19.5	68	-4.6
Some secondary - Études secondaires partielles	80	46.1	27.9	94	53.9	20.6	174	-1.8
Secondary completed - Études secondaires complètes	94	44.7	28.6	116	55.3	20.4	209	-1.5
Some post-secondary - Études postsecondaires partielles	28	47.0	30.6	32	53.0	23.5	60	-1.9
Post-secondary completed - Études postsecondaires complètes	58	40.1	26.2	87	59.9	20.9	145	2.1
Years in lost job - Années d'ancienneté dans l'emploi perdu								
<1	66	36.7	-26.9	113	62.3	22.5	179	4.4
1	40	37.0	-24.8	69	63.0	23.7	109	5.7
2	53	44.6	-27.4	66	55.4	19.2	119	-1.6
3	41	53.7	-31.2	36	46.3	20.6	77	-7.2
4-5	32	49.1	-28.7	33	50.9	22.4	65	-2.7
6-9	29	58.6	-30.4	20	41.4	17.5	49	-10.7
10+	34	56.9	-28.5	26	43.1	9.7	60	-12.0
Wages in lost job - Rémunération touchée dans l'emploi perdu								
High (over $450/week) - Élevée (plus de $450/semaine)	103	59.4	33.5	70	40.6	6.7	173	-17.2
Medium ($250-450/week) - Moyenne ($250-$450/semaine)	148	49.4	26.6	152	50.6	18.4	300	-3.8
Low (less than $250/week) - Faible (moins de $250/semaine)	44	24.0	20.1	140	76.0	30.3	184	18.2
Duration of job search - Durée de la recherche d'emploi								
0-3 weeks - 0-3 semaines	59	41.0	24.9	85	59.0	19.1	144	1.0
4-13 weeks - 4-13 semaines	56	34.7	26.0	105	65.3	18.6	160	3.1
14-26 weeks - 14-26 semaines	52	43.7	27.6	67	56.3	18.5	120	-1.6
27-52 weeks - 27-52 semaines	84	53.8	29.9	72	46.2	27.4	156	-3.4
53+ weeks - 53 semaines et plus	44	57.3	31.6	33	42.7	22.2	77	-8.9
Industry of lost job - Branche d'activité de l'emploi perdu								
Primary - Industries primaires	20	48.5	32.5	21	51.5	14.3	42	-8.4
Manufacturing - Industries manufacturières	101	51.9	27.8	93	48.1	22.7	194	-3.5
Construction	57	45.1	30.0	70	55.9	13.6	127	-6.0
Transportation/Communication/Other utilities - Transports/communications/autres services publics	25	70.3	31.0	11	29.7	24.0	36	-14.7
Wholesale/Retail trade - Commerce de gros/commerce de détail	49	39.8	26.8	73	60.2	23.8	122	3.6
Consumer services - Services de consommation	16	29.0	25.2	40	71.0	19.4	56	6.4
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	6	27.2	18.5	16	62.8	19.8	16	5.6
Services to business management - Services fournis aux entreprises	13	35.2	24.3	24	64.8	25.3	37	7.9
Public sector services - Services du secteur public	7	27.2	23.4	19	72.8	28.4	26	14.3

See footnote(s) at end of table. - Voir note(s) à la fin du tableau.

TABLE 10. Percentage Change in Weekly Earnings: Lost Job and New Job[1] - Concluded

TABLEAU 10. Variation en pourcentage de la rémunération hebdomadaire: emploi perdu et nouvel emploi[1] - fin

	Those who earned less on new job[2] / Travailleurs gagnant moins dans le nouvel emploi[2]			Those who earned more on new job[2] / Travailleurs gagnant plus dans le nouvel emploi[2]			Total	
	Number / Nombre	Percentage of total / Proportion	Average loss / Perte moyenne	Number / Nombre	Percentage of total / Proportion	Average gain / Gain moyen	Number / Nombre	Average difference[3] / Écart moyen[3]
	'000	%	%	'000	%	%	'000	%
Occupation of lost job - Profession dans l'emploi perdu								
Mangerial/Administrative - Direction/administration	24	49.7	28.6	24	50.3	16.9	48	-5.7
Natural sciences/Engineering - Sciences naturelles/génie	13	44.8	24.1	16	55.2	22.3	29	1.5
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	8	43.8	24.2	10	56.2	40.7	18	12.2
Clerical - Travail administratif	37	41.8	27.3	52	58.2	21.0	90	0.8
Sales - Commerce	20	42.3	29.1	27	57.7	22.7	46	0.8
Service - Services	26	29.2	29.4	38	70.8	20.0	64	5.6
Primary occupations - Professions du secteur primaire	12	43.1	32.4	16	56.9	17.1	27	-4.2
Processing - Traitement	22	55.8	29.8	17	44.2	25.1	39	-5.5
Machining - Usinage	25	54.3	28.2	21	45.7	18.6	46	-6.8
Fabricating - Fabrication	46	44.1	26.9	59	55.9	23.9	105	1.5
Construction	48	44.9	29.7	59	55.1	13.8	108	-5.7
Transportation operators - Transports	15	60.0	28.3	10	40.0	25.6	25	-6.8
Material handling - Manutention	10	42.0	21.0	14	58.0	23.6	24	4.8

1 Both the lost job and new job were full-time. - L'emploi était à temps plein dans les deux cas.

2 The salary in the new job is in current (nominal) dollars, and does not account for the effect of inflation. Hence, the salary in the new job (in real dollar terms) will, in some cases, be slightly overestimated compared to the lost job. - La rémunération touchée dans le nouvel emploi est exprimée en dollars courants (valeur nominale) et ne tient pas compte de l'inflation. Par conséquent, dans certains cas, le salaire touché dans le nouvel emploi (en dollars réels) est légèrement surestimé par rapport à celui de l'emploi perdu.

3 This represents the average percentage change in individuals' weekly wages. It does not represent the difference in total wages paid in all the lost and new jobs. Since percentage wage losses were larger among workers with higher salaries, the overall average percentage change in individuals' wages is -1.1% (as reported in this table) while the difference in the total wages paid (or the average weekly wage) in the lost and new job is -7.2%, as reported in table 9. - Cette valeur représente la variation en pourcentage moyenne de la rémunération hebdomadaire individuelle. Il ne s'agit donc pas de l'écart entre le total des salaires pour l'ensemble des emplois perdus et le total des salaires pour l'ensemble des nouveaux emplois. Étant donné que les pertes de salaires ont été plus élevées en proportion chez les travailleurs ayant perdu un emploi rémunérateur, la variation en pourcentage moyenne de la rémunération hebdomadaire individuelle est de -1.1% (chiffre indiqué dans ce tableau), tandis que l'écart entre le total des salaires (ou la rémunération hebdomadaire moyenne) pour l'ensemble des emplois perdus et des nouveaux emplois est de -7.2% (tableau 9).

TABLE 11. Regression Model for Change in Weekly Wages Between Last and New Full-time Jobs

TABLEAU 11. Modèle de régression pour la mesure de l'écart de la rémunération hebdomadaire entre les emplois perdus et les nouveaux emplois à temps plein

Model - Modèle: $\ln(W_{in}/W_{il}) = a_1 + a_2 INW_{il} + bI_i + E_i$

where - où W_{in} = wages in new job - rémunération touchée dans le nouvel emploi
W_{il} = wages in last job - rémunération touchée dans l'emploi perdu
I_i = independent variables for individual i - variables indépendantes applicables à l'individu i
E_i = error for individual i - erreur applicable à l'individu i

Reference group / Groupe de référence	Variables	Male - Hommes		Female - Femmes	
		Coefficient	't'	Coefficient	't'
	Intercept - Ordonnée à l'origine	2.7697	11.41	2.7914	6.99
	Wages in last job (in ln form) - Rémunération dans l'emploi perdu (sous la forme ln)	-0.4917	-13.19	-0.4524	-6.65
	Tenure in last job (years) - Durée d'occupation de l'emploi perdu (années)	-0.0011	-0.47	-0.0135	-2.32
	Weeks seeking job - Semaines de recherche d'emploi	-0.0014	-3.39	-0.0018	-3.11
No training - Aucune formation	Government training - Formation offerte par l'État	-0.1615	-3.80	-0.0329	-0.30
	Other training - Autre formation	-0.0587	-1.65	0.0069	0.03
Did not move - N'ont pas déménagé	Moved to locate work - Ont déménagé pour se trouver du travail	0.0217	0.69	-0.1283	-1.84
Elementary - Études primaires	Some secondary - Études secondaires partielles	0.0261	0.51	0.1890	2.53
	Secondary completed - Études secondaires complètes	0.0653	1.28	0.1814	1.13
	Some post-secondary - Études postsecondaires partielles	-0.0104	-0.14	0.1092	1.17
	Post-secondary completed - Études postsecondaires complètes	0.1096	2.17	0.2067	1.83
Age 55+ - Groupe d'âge 55 ans et plus	Age 20-24 - Groupe d'âge 20-24 ans	-0.0338	-0.41	-0.1905	-1.88
	Age 25-34 - Groupe d'âge 25-34 ans	0.0342	0.36	-0.1228	-1.46
	Age 35-44 - Groupe d'âge 35-44 ans	0.0438	0.47	-0.0541	-0.58
	Age 45-54 - Groupe d'âge 45-54 ans	0.0114	1.22	-0.2038	-1.04
Manitoba/Saskatchewan/Alberta	Atlantic - Atlantique	0.0178	0.59	-0.1106	-2.11
	Québec	0.0099	0.33	0.0139	0.24
	Ontario	-0.0322	-0.98	-0.1083	-2.02
	British Columbia - Colombie-Britannique	0.1206	3.07	0.0281	0.22
Not in same industry - Pas dans la même branche d'activité	New job in same industry (3-digit) - Nouvel emploi dans la même branche d'activité (codes à 3 chiffres)	0.0532	1.79	-0.0380	-0.58
Not in same occupation - Pas dans la même profession	New job in same occupation (3-digit) - Nouvel emploi dans la même profession (codes à 3 chiffres)	0.0732	2.55	0.0522	0.62
Social sciences/Teaching/Health - Sciences sociales/ enseignement/santé	Managerial/Administrative - Direction/administration	-0.1058	-0.89	-0.2879	-2.97
	Natural sciences/Engineering - Sciences naturelles/génie	0.0411	0.49	-0.1169	-0.66
	Clerical - Travail administratif	-0.1563	-1.78	-0.2225	-1.33
	Sales - Commerce	-0.1316	-1.60	-0.2660	-0.89
	Services	-0.0886	-0.99	-0.3937	-2.82
	Crafts/Equipment operators - Conduite de machines et appareils divers	0.0326	0.40	-0.0857	-0.60
	Primary occupations - Professions du secteur primaire	-0.0095	-0.11	-0.8040	-2.57
	Processing - Traitement	-0.0715	-0.90	-0.1144	-0.75
	Machining - Usinage	0.0106	0.15	-0.4611	-1.79
	Fabricating - Fabrication	0.0191	0.29	-0.4184	-3.18
	Construction	0.0491	0.75	-0.0398	-0.15
	Transportation operators - Transports	-0.1299	-1.87	-0.5026	-3.57
	Sample - Échantillon		943		308
	Degrees of freedom - Degré de liberté		33		33
	'F' - Valeur F		14.87		5.9
	Adjusted R^2 - Valeur R^2 corrigée		.35		.35

TABLE 12. Industries and Occupations with Net Gain or Loss of Workers

TABLEAU 12. Branches d'activité et professions ayant enregistré un gain net ou une perte nette de travailleurs

	Total number of permanently laid-off workers Nombre total de travailleurs licenciés	New job in same industry (or occupation) Nouvel emploi dans la même branche d'activité (ou profession)	Entered from different industry (or occupation) Nouvel emploi dans une autre branche d'activité (ou profession)	Total number finding new job in industry (or occupation) Nombre total de travailleurs ayant obtenu un nouvel emploi dans la branche d'activité (ou profession)	Ratio: new jobs to lost jobs Ratio des nouveaux emplois aux emplois perdus
	'000	'000	'000	'000	
Industry (aggregate) - Branche d'activité (regroupement)					
Total	658	282	376	658	1.00
Primary - Industries primaires	41	17	24	41	0.99
Manufacturing - Industries manufacturières	194	85	52	137	0.71
Construction	110	51	39	91	0.82
Transportation/Communication/Other utilities - Transports/communications/autres services publics	37	15	31	46	1.24
Wholesale/Retail trade - Commerce de gros/commerce de détail	123	53	71	124	1.01
Consumer services - Services de consommation	55	22	55	77	1.41
Finance/Insurance/Real estate - Finances/assurances/affaires immobilières	21	8	17	25	1.16
Services to business management - Services fournis aux entreprises	46	18	31	49	1.06
Public sector services - Services du secteur public	29	14	54	69	2.36
Industry (detailed) - Branche d'activité (détaillée)					
Total	658	201	458	658	1.00
Agriculture	8	...	9	12	1.43
Forestry/Fishing/Trapping - Forêts/pêche/piégeage	10	...	7	12	1.14
Mining - Mines	23	7	10	17	0.76
Food/Beverages - Aliments/boissons	18	...	10	12	0.69
Other manufacturing[1] - Autres industries manufacturières[1]	19	...	10	13	0.70
Textile - Industrie textile	8	...	...	...	...
Knitting mills - Bonneterie	13	6	...	9	0.69
Clothing - Habillement	13	...	8	11	0.88
Wood - Industrie du bois	8	...	...	6	0.73
Paper/Allied - Industrie du papier/activités annexes	12	...	8	13	1.06
Printing/Publishing - Imprimerie/édition	12	...	...	6	0.52
Primary metal - Première transformation des métaux	23	...	11	15	0.64
Metal fabricating - Fabrication de produits en métal	15	...	6	9	0.59
Machinery - Fabrication de machines	16	...	16	18	1.16
Transportation equipment - Fabrication d'équipement de transport	15	...	...	8	0.50
Petroleum/Coal - Produits du pétrole et du charbon	9	...	...	5	0.57
Chemical/Chemical products - Produits chimiques	8	...	...	6	0.73
Miscellaneous manufacturing - Industries manufacturières diverses	54	21	21	42	0.78
General contractors/Special trade - Entrepreneurs généraux/entrepreneurs spécialisés	57	22	27	49	0.86
Transportation/Storage - Transports/entreposage	25	11	19	30	1.20
Communication - Communications	5	...	8	9	1.78
Electric power/Gas/Water utilities - Énergie électrique/gaz/eau	7	...	7	8	1.03
Wholesale trade - Commerce de gros	45	9	35	44	1.00
Retail trade - Commerce de détail	78	32	48	80	1.02
Finance - Finances	7	...	6	7	1.03
Insurance/Real estate - Assurances/affaires immobilières	15	...	14	18	1.22
Education - Enseignement	9	...	12	15	1.69
Health/Welfare - Services médicaux/sociaux	8	...	16	19	2.37
Amusement/Recreation - Divertissements/loisirs	8	...	11	12	1.46
Services to business management - Services fournis aux entreprises	43	17	28	44	1.03
Personal services - Services personnels	6	2	12	14	2.41
Accomodation/Food services - Hébergement/restauration	30	12	22	34	1.15
Miscellaneous services - Services divers	12	...	14	16	1.38
Federal/Provincial/Local administration - Administration fédérale/provinciale/locale	12	...	33	34	2.98
Other - Autres	11	...	9	9	0.82
Occupation - Profession					
Total	658	314	345	658	1.00
Managerial/Administrative - Direction/administration	74	34	38	72	0.97
Natural sciences/Engineering - Sciences naturelles/génie	37	20	10	30	0.83
Social sciences/Teaching/Health/Artistic - Sciences sociales/enseignement/santé/arts	23	14	20	33	1.44
Clerical - Travail administratif	86	47	40	87	1.01
Sales - Commerce	57	25	38	63	1.12
Service - Services	48	25	43	69	1.42
Primary occupations - Professions du secteur primaire	27	10	23	33	1.23
Processing - Traitement	33	7	17	24	0.72
Machining - Usinage	41	17	12	29	0.70
Fabricating - Fabrication	92	46	35	81	0.88
Construction	92	53	35	87	0.96
Transport operators - Transports	26	12	19	30	1.18
Material handling - Manutention	22	4	15	19	0.86

[1] Other manufacturing includes tobacco products, rubber and plastics products, leather industries, furniture and fixtures industries, electrical products and non-metallic mineral products industries. - Comprend produits du tabac, caoutchouc et produits en matière plastique, industrie du cuir, industrie du meuble et des articles d'ameublement, fabrication de produits électriques et fabrication de produits minéraux non métalliques.

TABLE 13. Movement Among Industrial Sectors of Workers Losing Full-time Jobs, and Percentage Change in Total Weekly Earnings Between Lost and New Full-time Jobs

TABLEAU 13. Mouvement intersectoriel des travailleurs ayant perdu un emploi à temps plein, et variation en pourcentage de la rémunération hebdomadaire totale entre les emplois perdus et les nouveaux emplois à temps plein

Industry of lost job / Branche d'activité de l'emploi perdu	Industry of new job - Branche d'activité du nouvel emploi						
	Total	Goods-producing sub-total / Industries productrices de biens (Total partiel)	Manufacturing / Industries manufacturières	Other goods-producing[1] / Autres industries productrices de biens[1]	Services sub-total / Industries des services (Total partiel)	Trade/ Consumer services[2] / Commerce/ Services de consommation[2]	Other services[3] / Autres services[3]
		%	%	%	%	%	%
Primary - Industries primaires	42,000	59.8	...	51.4	41.0	21.7	19.3
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	-12.5	-6.6	...	-12.4	-21.7	-36.8	-5.8
Manufacturing - Industries manufacturières	194,000	57.8	44.9	12.1	43.0	26.8	16.2
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	-9.3	-5.8	-7.4	-0.1	-14.4	-15.4	-13.0
Construction -	127,000	66.7	10.4	56.3	33.3	14.2	19.1
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	-9.6	-6.3	-12.0	-5.4	-17.9	-14.9	-19.7
Transportation/Communication/Other utilities - Transports/communications/autres services publics	36,000	24.9	...	...	75.1	20.0	55.1
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	-19.1	-14.1	...	...	-20.8	-30.4	-17.6
Trade - Commerce	122,000	23.2	14.1	9.1	76.8	57.3	19.5
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	-2.2	7.0	2.8	13.5	-4.8	-9.4	10.5
Consumer services - Services de consommation	56,000	22.8	...	14.2	77.2	57.3	19.9
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	0.7	4.6	...	3.8	-0.6	-0.2	-2.5
Finance/Insurance/Real estate/Services to business management - Finances/assurances/ affaires immobilières/services fournis aux entreprises	53,000	14.4	...	...	85.6	22.7	62.9
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	2.9	8.4	...	...	3.3	-7.2	6.7
Public sector services - Services du secteur public	26,900	...	...	...	82.2	25.9	56.3
% change in total weekly wages* - Variation en % de la rémunération hebdomadaire totale*	10.4	...	...	...	11.7	1.2	15.5

1 Construction/primary industries. - Construction/industries primaires.
2 Accomodation and food/Amusement and recreation/Personal services/Miscellaneous services. - Services d'hébergement et restauration/divertissement et loisirs/services personnels et divers.
3 Transportation, communications and other utilities/Services to business management/Finance, insurance and real estate/Public sector services. - Transports, communications et autres services publics/services fournis aux entreprises/finances, assurances et affaires immobilières/services du secteur public.
* This can be interpreted as the percentage change in the average weekly wage between the lost and new jobs for workers making the transition.
* On peut interpréter ceci comme étant la variation en pourcentage de la rémunération hebdomadaire moyenne entre l'emploi perdu et le nouvel emploi des travailleurs faisant la transition.

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